Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Second 2	Summary - SA22 Summary Councillor and Staff B	enefits	for 4th Quarter	r ended 30 Jun	ne 2016	1			2014/17 Modia	ım Torm Dovonuo	9 Evpanditura
Second S	Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Medit		& Expenditure
Company Comp	R thousands					Original Budget					
Common part	T thousands	1									
BAS SEATH STORES 1	Councillors (Political Office Bearers plus Other)	'	A	В	C	D	E	F	G	н	'
Machastrophenister	·		280 490	282 122	257 640	371 813	328 212	353 689	397 556	418 003	444 995
March Marc											11 397
Septembasson											7 830
March Marc											
Designation of the part of t											
See Fase Conceions 1	=										
											606 696
Section of the part	% increase	4		7.5%	(7.5%)	48.3%	(11.0%)	6.8%	12.9%	4.3%	6.3%
Second Script Continues		2									
Mach and Approximation	_										
Continement											
Mary Description 1											296
Control Anthones	Performance Bonus		7 541	6 486	4 598	25 461	16 811	15 881	13 936	14 901	15 931
Section Sect											24 751
Designation in anti-basenes											
Separate house-lines											
Separate season 1948 139											383
Mary Anthrop	-				2//				1 0/2	552	555
Section (1999) Sect				3 497	5 309	(3 611)	35	35			
Page			357 026								498 925
Sect Selection will Wigner 1		4		9.1%	(40.9%)	172.9%	(47.2%)	25.9%	51.7%	(25.4%)	5.6%
Section and LC Commissions			7 ያበን በል የ	3 331 EV1	2 617 422	1 AN OQF N	A 2E0 107	A 250 021	E 114 022	E 492 044	E 992 104
Montange 1000 200	=										976 012
Performance Distance											503 515
Moor											298 335
Company Numbers											69 423
Month Mont											323 105
Descriptions and allocances 20.93 mm 31.00 mm 21.00 mm 21.00 mm 24.00 mm 24.00 mm 25.00 mm 2											
Symmeth should final for final for final for should show should show show should show show should show show show show should show show show show show show show show	=										
Section Sect											85 430
Sab Fraids - Chee Mandiguil Staff	Long service awards		52 913	64 885	61 309	69 395	70 226	67 979	118 409	130 682	141 112
Security											111 480
Total Potent Marcipatily			4 466 363								
Second Hearbean Celliblies		4	E 160 212								
Sear Salaria and Wigos Sear Salaria and Wi	· ·	4	3 107213								7.2%
Differ founds and allowances 1	Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance		215	174	665	96	96	96	103	111	118
Sub Total - Board Members of Entities	Other benefits and allowances Board Fees Payments in lieu of leave			417	120	626	126	126	808	834	871
% increase 4 4 (13.8%) 33.0% (8.1%) (98.2%) 310.4% 3.7% 4.7% Senior Managers of Entities 8 8 97.10 7.734 117.354 11.213 12.465 23.20 27.151 28.466 Pension and UIF Contributions 98 10.00 5.59 1.011 10.84 12.13 12.465 23.20 27.151 28.466 Overtime 98 1.00 5.59 5.50 6.87 8.77 8.77 1.00 1.175 8.434 3.48 3.18 5.00 9.99 Overtime 98 5.50 5.50 6.87 8.77 8.77 1.00 1.175 4.33 1.071 1.178 8.33 1.071 1.178 8.33 1.071 1.178 8.33 1.071 1.178 8.33 1.071 1.178 8.33 1.071 1.178 8.33 1.071 1.179 8.33 1.072 4.172 1.002 2.77 1.179 9.20 <t< td=""><td></td><td></td><td></td><td>504</td><td>70/</td><td>700</td><td></td><td></td><td>044</td><td>0.45</td><td>000</td></t<>				504	70/	700			044	0.45	000
Series S		4	685					222			
Persion and UIF Contributions 982 1060 569 1671 1084 1219 1833 2030 2557		"		(13.070)	33.070	(0.170)	(07.270)		310.470	3.770	4.770
Medical Aid Contributions More Performance Bonus Motor Vehicle Allowance Motor Vehicle A	Basic Salaries and Wages		8 070	9 710	7 234	17 354	11 213	12 465	23 230	27 151	28 466
December			982	1 060	569	1 671	1 084	1 219	1 853	2 030	2 557
Performance Bonus			370	137	139	384	348	348	513	500	999
Motor Vehicle Allowance			450	E30	E40	027	077	077	1 022	1 470	024
Celiphone Allowance											1 275
Comparable Com											517
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities 4 10 627 12 743 8 602 22 238 14 809 16 955 31 136 36 022 38 062 % Increase 4 19.9% (32.5%) 158.5% (33.4%) 14.5% 83.6% 15.7% 5.79 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions 1 896 2 421 665 3 330 823 945 3.484 3103 3.684 Medical Aid Contributions 1 88 329 371 732 647 766 946 964 1150 Overtime Performance Bonus Motor Vehicle Allowance Performance Bonus Motor Wehicle Allowance 1 31 69 2 558 3 3817 6 159 302 3001 3187 1961 Housing Allowances Housing Allowances 1 1428 638 499 495 666 743 6.292 6.724 7.212 Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 2 13 348 34 770 8 5890 235.7% (62.1%) 14.2% 302.1% 7.3% 10.29 Total Municipal Entities 3 13 48 34 770 8 65.8%) 255.7% (62.1%) 14.2% 302.1% 7.3% 10.29 Total Municipal Entities 4 1 10.05 5 50.05 5 79.019 6.349 033 7915.606 7.59 050 7.49 14.31 904.20 9512.439 10.194 840 % increase 4 1 11.4% 9.6% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29	Housing Allowances				9					2 974	3 196
Long service awards Post-retirement benefit foligations Sub Total - Senior Managers of Entitities 10 627 12 743 8 602 22 238 14 809 16 955 31 136 36 022 38 062							122	122	189	202	217
Post-retirement benefit obligations Sub Total - Senior Managers of Entities 10 627 12 743 8 602 22 238 14 809 16 955 31 136 36 022 38 062 38	I -			565		644					
Sub Total - Senior Managers of Entities 10 627 12 743 8 602 22 238 14 809 16 955 31 136 36 022 38 062 % increase 4 19.9% (32.5%) 158.5% (33.4%) 14.5% 83.6% 15.7% 5.79 Other Staff of Entities Basic Salaries and Wages 1 3 345 15 244 7 945 22 645 9 749 11 002 38 670 41 657 45 798 Persion and UIF Contributions 1 896 2 421 665 3 330 823 945 3 484 3 103 3 634 Medical Ald Contributions 1 88 3.29 371 732 647 766 946 964 1150 Overtime Performance Bonus 2 3 169 2 558 3 817 2 647 766 946 964 1150 Celiphone Allowance 3 169 2 558 3 87 2 1 821 1 949 2 085 Celiphone Allowances 1 428 638 499 495 666	=										
Mincrease Minc			10 627	12 743	8 602	22 238	14 809	16 955	31 136	36 022	38 062
Basic Salaries and Wages		4									5.7%
Pension and UIF Contributions											
Medical Aid Contributions 188 3.29 371 732 647 766 946 964 1150 Overtime Performance Bonus 200 200 184 805 1026 Motor Vehicle Allowance 3169 2.558 3817 200 1821 1949 2.085 Celiphone Allowance 184 638 499 455 666 743 6.292 6.724 7.212 Poyments in lieu of leave 9 246 586 666 743 6.292 6.724 7.212 Post-retirement benefit obligations 9 246 9.480 31.821 12.044 13.757 55.311 59.370 65.420 % increase 4 7.0% (55.8%) 235.7% (62.1%) 14.2% 302.1% 7.3% 10.29 Total Municipal Entities 31.348 34.770 18.867 54.781 27.0% 59.950 74.9143 9084.201 95.1249 10.194.849 Wincrease 4 <	_										45 798
Display											
Performance Bonus			188	329	3/1	132	04/	/00	946	904	1 150
Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance College Allowance						200			184	805	1 026
Housing Allowances Other benefits and allowances 1 428 638 499 495 666 743 6292 6724 7.212 Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 20 036 21 436 9 480 31 821 12 044 13 757 55 311 59 370 65 420 % increase 4 1 7.0% (55.8%) 235.7% (62.1%) 14.2% 302.1% 7.3% 10.2% Total Municipal Entities 5 20 0562 5794 019 6349 033 715 606 7 569 050 7 491 431 9084 201 9512 439 10194 849 % increase 4 1 11.4% 9 66% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29	Motor Vehicle Allowance		3 169	2 558		3 817			1 821	1 949	2 085
Other benefits and allowances Payments in lieu of leave Long service awards Post-relitement benefit obligations Sub Total - Other Staff of Entities 4 20 036 21 436 9 480 31 821 12 044 13 757 55 311 59 370 65 420 Total Municipal Entities 5 31 348 34 770 18 867 54 781 27075 30 934 87 388 96 337 104 471 TOTAL SALARY, ALLOWANCES & BENEFITS 4 5 20 0562 5794 019 6 349 033 79 15 606 7 569 050 7 491 431 99 084 201 99 12 439 10 194 849 8 increase 4 5 20 0562 5794 019 6 349 033 79 15 606 7 569 050 7 491 431 99 084 201 99 512 439 10 194 849 8 increase 4 5 20 0562 5794 019 6 349 033 79 15 606 7 569 050 7 491 431 99 084 201 99 512 439 10 194 849	Cellphone Allowance										1 054
Payments in lieu of leave	I										3 461
Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 20 036 21 436 9 480 31 821 12 044 13 757 55 311 59 370 65 420 % increase 4 7.0% (55.8%) 235.7% (62.1%) 14.2% 302.1% 7.3% 10.29 Total Municipal Entities 1 31 348 34 770 18 867 54 781 27 075 30 934 87 358 96 337 104 471 TOTAL SALARY, ALLOWANCES & BENEFITS 5 200 562 57 94 019 6 349 033 7 915 606 7 569 605 7 491 431 9 084 201 9 512 439 1194 849 % increase 4 1 11.4% 9.6% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29					499		666	743	6 292	6 724	7 212
Post-retirement benefit obligations	,		9	246		586					
Sub Total - Other Staff of Entities 20 036 21 436 9 480 31 821 12 044 13 757 55 311 59 370 65 420 % increase 4 7.0% (55.8%) 235.7% (62.1%) 14.2% 302.1% 7.3% 10.29 Total Municipal Entities 31 348 34 770 18 867 54 781 27 075 30 934 87 358 96 337 104 471 TOTAL SALARY, ALLOWANCES & BENEFITS 5 200 562 5 794 019 6 349 033 7 915 606 7 569 050 7 491 431 9 084 201 9 512 439 10 194 849 % increase 4 11.4% 9.6% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29											
% increase 4 7.0% (55.8%) 235.7% (62.1%) 14.2% 302.1% 7.3% 10.29 Total Municipal Entities 31348 34 770 18.867 54 781 27 075 30 934 87 358 96 337 104 471 TOTAL SALARY, ALLOWANCES & BENEFITS 5 200 562 5 794 019 6 349 033 7 915 606 7 569 050 7 491 431 9 084 201 9 512 439 10 194 849 % increase 4 11.4% 9.6% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29			20 036	21 436	9 480	31 821	12 044	13 757	55 311	59 370	65 420
TOTAL SALARY, ALLOWANCES & BENEFITS 5 200 562 5 794 019 6 349 033 7 915 606 7 569 050 7 491 431 9 084 201 9 512 439 10 194 849 % increase 4 11.4% 9.6% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29		4									10.2%
% increase 4 11.4% 9.6% 24.7% (4.4%) (1.0%) 21.3% 4.7% 7.29											104 471
			5 200 562								
			4 854 052								

Eastern Cape: Buffalo City(BUF) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Buffalo City(BUF) - Table SA22 Sum	mary (Councillor and	Staff Benefits	for 4th Quarte	er ended 30 Ju	ine 2016		2016/17 Modia	ım Torm Dovonuo	9 Eupondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Medit	ım Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
Kulousanus	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)	1	A	В	C	D	E	F	G	н	ı
Basic Salaries and Wages		26 569	27 566	29 335	31 903	32 074	32 074	33 999	36 447	39 220
Pension and UIF Contributions		2 627	2 833	3 047	3 328	3 297	3 297	3 495	3 747	3 968
Medical Aid Contributions		1 031	1 368	1 539	1 856	1 874	1 874	1 987	2 130	2 256
Motor Vehicle Allowance		10 414	10 796	11 247	12 944	12 653	12 653	13 412 2 279	14 378	15 226 2 587
Cellphone Allowance Housing Allowances		2 690	2 525	2 515	2 879	2 150 2 762	2 150 2 762	2 927	2 443 3 138	3 323
Other benefits and allowances										
Sub Total - Councillors		43 331	45 088	47 682	52 910	54 810	54 810	58 099	62 282	66 579
% increase	4		4.1%	5.8%	11.0%	3.6%		6.0%	7.2%	6.9%
Senior Managers of the Municipality	2	4454	0.507	4.007	45.007	44.504	44 504	40.400	40.040	40.074
Basic Salaries and Wages Pension and UIF Contributions		4 154 590	3 537 667	4 086 662	15 026 2 734	11 501 2 147	11 501 2 147	12 192 2 216	13 069 2 374	13 971 2 536
Medical Aid Contributions		48	103	94	266	254	254	262	270	2 330
Overtime										
Performance Bonus										
Motor Vehicle Allowance		651	808	755	2 738	2 481	2 481	2 630	2 820	3 014
Cellphone Allowance		4		2	83	391	391	414	444	475
Housing Allowances Other benefits and allowances		1 267	959	1 188	2 273	1 242	1 242	2 202	2 360	2 523
Payments in lieu of leave		1201	707	1 100	2270			2 202	2 000	2 020
Long service awards					36	0	0			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality	١.	6 715	6 074	6 788	23 157	18 017	18 017	19 916	21 337	22 797
% increase Other Municipal Staff	4		(9.5%)	11.8%	241.2%	(22.2%)		10.5%	7.1%	6.8%
Basic Salaries and Wages		606 290	654 048	705 601	851 398	850 039	850 039	913 258	990 771	1 062 709
Pension and UIF Contributions		118 568	126 960	134 721	155 271	163 908	163 908	174 823	184 670	197 132
Medical Aid Contributions		42 170	46 769	52 819	96 719	79 727	79 727	81 759	84 212	86 738
Overtime		62 099	80 707	107 200	60 348	60 348	60 348	72 218	74 401	79 534
Performance Bonus Motor Vehicle Allowance		16 766	17 823	19 718	26 800	27 860	27 860	30 051	32 215	34 438
Cellphone Allowance		10 700	17 023	17710	20 000	3 665	3 665	3 884	4 164	4 451
Housing Allowances		3 504	3 219	3 505	10 185	12 205	12 205	14 767	15 832	16 926
Other benefits and allowances		92 356	162 063	116 479	139 402	171 170	171 170	179 077	189 815	202 913
Payments in lieu of leave		20 868	22 094	29 230	7 307	15 291	15 291	16 209	17 376	18 574
Long service awards		13 225	14 840	16 270	17 033	17 509	17 509	18 925	19 887	21 259 7 083
Post-retirement benefit obligations Sub Total - Other Municipal Staff		975 846	1 128 523	1 185 543	1 364 462	5 831 1 407 555	5 831 1 407 555	6 181 1 511 153	6 626 1 619 968	1 731 758
% increase	4	770010	15.6%	5.1%	15.1%	3.2%	1 107 000	7.4%	7.2%	6.9%
Total Parent Municipality		1 025 891	1 179 684	1 240 013	1 440 529	1 480 382	1 480 382	1 589 167	1 703 587	1 821 135
% increase	4		15.0%	5.1%	16.2%	2.8%		7.3%	7.2%	6.9%
Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions			174	665	96	96	96	103	111	118
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities			174	665	96	96	96	103	111	118
% increase	4		1/4	283.4%	(85.6%)	96	90	7.6%	7.2%	6.9%
Senior Managers of Entities					,					
Basic Salaries and Wages					1 004	1 004	1 004	5 580	6 027	6 509
Pension and UIF Contributions					184	184	184	198	213	227
Medical Aid Contributions Overtime					91	91	91	98	105	113
Performance Bonus								135	558	603
Motor Vehicle Allowance					310	310	310	333	357	382
Cellphone Allowance								74	74	74
Housing Allowances					25	25	25	27	29	30
Other benefits and allowances Payments in lieu of leave					104	104	104	111	119	128
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					1 718	1 718	1 718	6 557	7 482	8 067
% increase	4							281.6%	14.1%	7.8%
Other Staff of Entities Basic Salaries and Wages					180	180	180	6 322	8 412	10 063
Pension and UIF Contributions					34	34	34	37	40	42
Medical Aid Contributions					91	91	91	98	105	113
Overtime										
Performance Bonus								22	632	841
Motor Vehicle Allowance								01	102	115
Cellphone Allowance Housing Allowances					16	16	16	91 18	103 19	115 20
Other benefits and allowances					19	19	19	20	21	23
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					244	244	244	/ /00	0.222	44.047
Sub Total - Other Staff of Entities % increase	4				341	341	341	6 608 1840.4%	9 333 41.2%	11 217 20.2%
Total Municipal Entities	<u> </u>		174	665	2 155	2 155	2 155	13 269	16 925	19 402
TOTAL SALARY, ALLOWANCES & BENEFITS		1 025 891	1 179 858	1 240 678	1 442 684	1 482 537	1 482 537	1 602 436	1 720 513	1 840 537
% increase	4		15.0%	5.2%	16.3%	2.8%		8.1%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	982 560	1 134 596	1 192 331	1 389 678	1 427 631	1 427 631	1 544 233	1 658 120	1 773 839

Eastern Cape: Nelson Mandela Bay(NMA) - Table S	A22 St	ımmary Counc	illor and Staff	Benefits for 4	th Quarter end	ded 30 June 20	016			
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
N diodesinas	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)			J	Ü	J	_				
Basic Salaries and Wages		50 973	52 955	55 219	61 205	60 287	60 287	64 507	69 022	73 854
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		1 604	2 534	2 517	2 760	2 567	2 567	2 747	2 939	3 145
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		432 53 010	429 55 918	425 58 161	464 64 429	432 63 286	432 63 286	462 67 716	495 72 456	529 77 528
% increase	4	55 0 10	5.5%	4.0%	10.8%	(1.8%)	03 200	7.0%	7.0%	7.0%
Senior Managers of the Municipality	2					, ,				
Basic Salaries and Wages		8 286	9 035	19 727	19 780	16 570	16 570	21 353	23 049	24 893
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus		36	(2 428)	(358)	2 769	2 479	2 479	2 991	3 230	3 488
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 322	6 607	19 369	22 549	19 049	19 049	24 343	26 279	28 382
% increase Other Municipal Staff	4		(20.6%)	193.2%	16.4%	(15.5%)		27.8%	8.0%	8.0%
Uther Municipal State Basic Salaries and Wages		1 076 584	1 212 078	1 333 392	1 484 206	1 421 286	1 421 286	1 568 892	1 692 656	1 827 947
Pension and UIF Contributions		187 171	202 122	227 453	249 662	247 381	247 381	270 175	291 654	314 993
Medical Aid Contributions		106 482	114 914	124 667	130 517	138 934	138 934	155 346	167 744	181 165
Overtime		83 919	106 681	122 406	105 334	102 394	102 394	116 924	125 340	133 977
Performance Bonus Motor Vehicle Allowance		19 489 58 299	23 995 60 972	27 492 63 280	31 820 67 622	31 071 57 513	31 071 57 513	33 830 90 115	36 496 97 205	39 374 104 869
Cellphone Allowance		33	26	29	56	53	53	56	60	64
Housing Allowances		7 325	6 542	7 188	8 351	10 420	10 420	12 359	13 347	14 416
Other benefits and allowances		78 702	91 341	89 334	69 300	112 800	112 800	65 543	65 330	70 585
Payments in lieu of leave					12 841	12 841	12 841	21 868	22 978	24 176
Long service awards Post-retirement benefit obligations		32 089 58 201	39 531 (113 478)	35 580 114 194	40 423 52 102	38 324 52 054	38 324 52 054	82 886 39 967	92 666 49 772	100 063 53 634
Sub Total - Other Municipal Staff		1 708 294	1 744 724	2 145 015	2 252 234	2 225 070	2 225 070	2 457 963	2 655 249	2 865 262
% increase	4		2.1%	22.9%	5.0%	(1.2%)		10.5%	8.0%	7.9%
Total Parent Municipality		1 769 626	1 807 250	2 222 545	2 339 212	2 307 404	2 307 404	2 550 022	2 753 984	2 971 172
% increase	4		2.1%	23.0%	5.2%	(1.4%)		10.5%	8.0%	7.9%
Board Members of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		3 223	4 151	4 846	6 445	7 145	7 145	6 960	9 685	9 716
Pension and UIF Contributions Medical Aid Contributions		497 370	559 137	569 139	640 157	760 257	760 257	737 233	817 200	1 299 678
Overtime		3/0	13/	139	10/	23/	23/	233	200	0/8
Performance Bonus		450	530	540	607	607	607	761	775	75
Motor Vehicle Allowance		108	108	110	124	124	124	100	158	163
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities % increase	4	4 647	5 485 18.0%	6 204 13.1%	7 972 28.5%	8 892 11.5%	8 892	8 791 (1.1%)	11 635 32.4%	11 932 2.6%
% increase Other Staff of Entities	4		18.0%	13.1%	28.5%	11.5%		(1.1%)	32.4%	2.6%
Basic Salaries and Wages		2 591	3 651	4 336	5 467	5 767	5 767	8 723	8 009	8 727
Pension and UIF Contributions		371	498	508	571	661	661	1 299	729	1 170
Medical Aid Contributions		188	329	335	376	436	436	495	480	633
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		200	380	309	347	552	552			
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		3 351	4 858	5 487	6 761	7 416	7 416	10 517	9 218	10 530
% increase	4		45.0%	12.9%	23.2%	9.7%		41.8%	(12.4%)	14.29
Total Municipal Entities		7 998	10 343	11 692	14 733	16 308	16 308	19 308	20 853	22 462
TOTAL SALARY, ALLOWANCES & BENEFITS	<u> </u>	1 777 624	1 817 593	2 234 237	2 353 945	2 323 712	2 323 712	2 569 330	2 774 837	2 993 634
% increase TOTAL MANAGERS AND STAFF	5	1 724 614	2.2% 1 761 674	22.9% 2 176 075	5.4% 2 289 517	(1.3%) 2 260 427	2 260 427	10.6% 2 501 615	8.0% 2 702 381	7.9% 2 916 106
. O E MINIMOERO NIED STALL	J	1 /24 014	1701074	2 1/0 0/5	2 209 31/	2 200 427	2 200 421	2 301 013	2 / 02 30 1	4 710 100

Eastern Cape: Dr Beyers Naude(EC101) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016 2016/17 Medium Term Revenue & Expenditure Ref 2012/13 2013/14 Current year 2015/16 2014/15 Summary of Employee and Councillor Remuneration Framework Audited Outcome Adjusted Budget Full Year Forecast Budget Year 2016/17 Budget Year 2017/18 Budget Year 2018/19 Audited Audited R thousands Original Budget В Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase 4 Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS

% increase

TOTAL MANAGERS AND STAFF

4

Eastern Cape: Blue Crane Route(EC102) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Blue Crane Route(EC102) - Table	SA22 Sur	mmary Counci	llor and Staff	Benefits for 4t	h Quarter ende	ed 30 June 201	6	004/4714 11		. F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R tilousatius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	1
Basic Salaries and Wages		1 882	2 052	2 123	2 262	2 247	2 247	2 390	2 534	2 686
Pension and UIF Contributions		47	50	53	56	56	56	56	60	63
Medical Aid Contributions				14	16	16	16	16	17	18
Motor Vehicle Allowance		647	701	730	763	773	773	822	872	924
Cellphone Allowance Housing Allowances		164	244	230	259	230	230	244	259	274
Other benefits and allowances					784	733	733	606	643	681
Sub Total - Councillors		2 739	3 047	3 149	4 140	4 055	4 055	4 136	4 384	4 647
% increase	4		11.2%	3.4%	31.4%	(2.0%)		2.0%	6.0%	6.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 613	2 573	3 331	3 542	3 881	3 881	4 102	4 348	4 609
Pension and UIF Contributions Medical Aid Contributions		13	8	9	10	9	9	9	9	10
Overtime										
Performance Bonus		27			208	223	223	223	237	251
Motor Vehicle Allowance		360	516	572	606	572	572	572	607	643
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave		117 234	29			55	55	57	60	64
Long service awards		234								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 365	3 126	3 912	4 365	4 740	4 740	4 963	5 261	5 577
% increase	4		32.2%	25.1%	11.6%	8.6%		4.7%	6.0%	6.09
Other Municipal Staff		ĺ								
Basic Salaries and Wages		32 920	32 502	37 371	43 921	43 297	43 297	46 288	49 066	52 009
Pension and UIF Contributions Medical Aid Contributions		5 079 1 683	6 028 1 821	6 750 2 098	7 537 2 446	8 273 2 480	8 273 2 480	8 558 2 588	9 071 2 743	9 615 2 907
Overtime		2 024	2 389	2 611	2 446	2 480	2 480	2 388	2 743	2 752
Performance Bonus		2 753	3 068	3 625	3 318	3 405	3 405	3 654	3 873	4 106
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		3 549	3 994	3 974	4 177	3 732 800	3 732 800	3 776	4 003	4 243 843
Payments in lieu of leave Long service awards		856	989	810	733	800	800	750	795	843
Post-retirement benefit obligations		239	211	306	337	498	498	498	527	559
Sub Total - Other Municipal Staff		49 104	51 002	57 544	65 362	64 918	64 918	68 560	72 674	77 034
% increase	4		3.9%	12.8%	13.6%	(0.7%)		5.6%	6.0%	6.0%
Total Parent Municipality		54 209	57 175	64 606	73 867	73 714	73 714	77 659	82 319	87 258
% increase	4		5.5%	13.0%	14.3%	(0.2%)		5.4%	6.0%	6.09
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities]								
% increase	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		54 209	57 175	64 606	73 867	73 714	73 714	77 659	82 319	87 258
% increase	4	34 209	5.5%	13.0%	14.3%	(0.2%)	73 / 14	5.4%	6.0%	6.09
TOTAL MANAGERS AND STAFF	5	51 469	54 128	61 457	69 727	69 659	69 659	73 523	77 935	82 611
		-								

Eastern Cape: Makana(EC104) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Makana(EC104) - Table SA22 Sumn	nary Co	uncillor and St	taff Benefits fo	r 4th Quarter	ended 30 June	2016				
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
K ulousalius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	1
Basic Salaries and Wages		5 524			6 277	6 277	6 277	7 610	8 158	8 745
Pension and UIF Contributions					767	767	767	825	885	949
Medical Aid Contributions					155	155	155	167	179	192
Motor Vehicle Allowance		2 180			1 919	1 919	1 919	2 065	2 214	2 373
Cellphone Allowance					602	602	602	648	695	745
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 704			9 721	9 721	9 721	11 316	12 131	13 004
% increase	4		(100.0%)					16.4%	7.2%	7.29
Senior Managers of the Municipality Basic Salaries and Wages	2	4 265			4 511	4 511	4 511	5 053	5 417	5 791
Pension and UIF Contributions		4 203			4311	4311	4 311	3 033	3417	3 /91
Medical Aid Contributions		,								
Overtime										
Performance Bonus		719								
Motor Vehicle Allowance		858			791	791	791	851	912	975
Cellphone Allowance					67	67	67	72	77	83
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 849			5 368	5 368	5 368	5 976	6 407	6 849
% increase	4		(100.0%)					11.3%	7.2%	6.99
Other Municipal Staff										
Basic Salaries and Wages		74 207			83 571	88 767	88 767	98 181	105 249	112 512
Pension and UIF Contributions Medical Aid Contributions		17 345			16 725	16 725	16 725	19 257	22 570	26 477
Medical Aid Contributions Overtime		5 945			3 080 3 235	3 080 3 235	3 080 3 235	7 098 1 214	7 807 1 466	8 588 1 613
		5 945			3 235	3 235	3 233	1 214	1 400	1013
Performance Bonus Motor Vehicle Allowance		3 144			1 094	1 094	1 094	2 945	3 133	3 326
Cellphone Allowance		3 144			292	292	292	2 743	214	211
Housing Allowances		415			265	265	265	1 738	1 863	1 991
Other benefits and allowances		1 647						4 649	1 946	1 797
Payments in lieu of leave					872	872	872	929	939	947
Long service awards					428	428	428	460	493	527
Post-retirement benefit obligations					2 121	2 121	2 121	2 049	2 253	2 479
Sub Total - Other Municipal Staff		102 704			111 683	116 879	116 879	138 736	147 933	160 468
% increase	4		(100.0%)			4.7%		18.7%	6.6%	8.5%
Total Parent Municipality		116 257			126 773	131 969	131 969	156 028	166 470	180 321
% increase	4		(100.0%)			4.1%		18.2%	6.7%	8.39
Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions										
Overtime Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime		1								
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		1								
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave		1								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Pagic Salarios and Wagos										
Basic Salaries and Wages Pension and UIF Contributions										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1								
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			<u></u>		<u> </u>				<u></u>	<u></u>
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	٠,	116 257	/ac '		126 773	131 969	131 969	156 028	166 470	180 321
% increase	5	100 55 4	(100.0%)		117.050	4.1%	122.242	18.2%	6.7%	8.3% 167 317
TOTAL MANAGERS AND STAFF)	108 554	l		117 052	122 248	122 248	144 712	154 339	10/31/

Eastern Cape: Ndlambe(EC105) - Table SA22 Sum	mary Co	ouncillor and S	Staff Benefits f	or 4th Quarter	ended 30 Jur	ne 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	urrent year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
Kulousanus	1	Outcome	Outcome	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)	!	Α	В	C	U	E	F	G	н	I
Basic Salaries and Wages		4 974	5 173	5 609	5 954	5 954	5 954	5 966	6 273	6 596
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 974	5 173	5 609	5 954	5 954	5 954	5 966	6 273	6 596
% increase	4		4.0%	8.4%	6.2%			0.2%	5.2%	5.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff					70	70	70	00.77	07 :-	04
Basic Salaries and Wages Pension and UIF Contributions		52 945 11 184	62 247 10 038	67 422 14 488	79 847 15 326	78 950 13 741	78 947 13 741	83 870 14 467	86 493 15 261	91 139 16 101
Pension and UIF Contributions Medical Aid Contributions		5 137	5 929	6 762	15 326 5 540	6 102	6 102	7 024	7 410	7 818
Overtime		7 115	6 426	7 233	1 860	3 992	3 996	3 398	3 583	3 738
Performance Bonus		164	171	311						
Motor Vehicle Allowance		2 784	2 923	2 985	3 153	3 287	3 289	3 825	4 035	4 257
Cellphone Allowance		458	450	322	1 157	845	845	989	1 043	1 101
Housing Allowances		310	361	360	360	705	705	675	712	751
Other benefits and allowances Payments in lieu of leave		410	681	18	244	244	244	252	266	280
Long service awards		430	001	10	2.11	2	2	202	200	200
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		80 938	89 226	99 902	107 487	107 866	107 870	114 500	118 802	125 183
% increase	4		10.2%	12.0%	7.6%	0.4%		6.1%	3.8%	5.4%
Total Parent Municipality		85 912	94 399	105 510	113 442	113 820	113 825	120 465	125 076	131 779
% increase Board Members of Entities	4		9.9%	11.8%	7.5%	0.3%		5.8%	3.8%	5.4%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Porformanco Popus										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities	1									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		85 912	94 399	105 510	113 442	113 820	113 825	120 465	125 076	131 779
% increase	4		9.9%	11.8%	7.5%	0.3%		5.8%	3.8%	5.4%
TOTAL MANAGERS AND STAFF	5	80 938	89 226	99 902	107 487	107 866	107 870	114 500	118 802	125 183

Eastern Cape: Sundays River Valley(EC106) - Table	e SA22	Summary Cou	incillor and St	aff Benefits fo	r 4th Quarter	ended 30 June	2016			
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)	ľ	_ ^		Ü	, ,	_		, o		
Basic Salaries and Wages		4 348	4 761		4 946	5 599	5 599			
Pension and UIF Contributions Medical Aid Contributions		66								
Motor Vehicle Allowance					41	41	41			
Cellphone Allowance					251	251	251			
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		516 4 930	405 5 165	5 369 5 369	5 301	61 5 953	61 5 953	6 310 6 310	6 689 6 689	7 090 7 090
% increase	4	4 930	4.8%	3.9%	(1.3%)	12.3%	3 433	6.0%	6.0%	6.09
Senior Managers of the Municipality	2				. ,					
Basic Salaries and Wages		2 462			3 693	3 693	3 693			
Pension and UIF Contributions Medical Aid Contributions		54			9	9	9			
Medical Aid Contributions Overtime										
Performance Bonus		22								
Motor Vehicle Allowance		308			662	662	662			
Cellphone Allowance					31	31	31			
Housing Allowances		100			85	85	OF.			
Other benefits and allowances Payments in lieu of leave		188			03	03	85			
Long service awards										
Post-retirement benefit obligations			3 497	4 174						
Sub Total - Senior Managers of Municipality		3 034	3 497	4 174	4 482	4 482	4 482			
% increase Other Municipal Staff	4		15.3%	19.4%	7.4%			(100.0%)		
Other Municipal Staff Basic Salaries and Wages		20 986	34 780	36 958	33 649	33 649	33 649	50 890	53 145	56 812
Pension and UIF Contributions		4 544	54 700	50 750	3 408	3 408	3 408	50070	55 145	30012
Medical Aid Contributions					1 841	1 841	1 841			
Overtime		1 354			2 001	2 001	2 001			
Performance Bonus Motor Vehicle Allowance					359	359	359			
Cellphone Allowance					359 56	359 56	359 56			
Housing Allowances					178	178	178			
Other benefits and allowances		1 654			1 320	1 320	1 320			
Payments in lieu of leave										
Long service awards		208				22	22			
Post-retirement benefit obligations Sub Total - Other Municipal Staff		169 28 915	34 780	36 958	42 813	32 42 845	32 42 845	50 890	53 145	56 812
% increase	4	20710	20.3%	6.3%	15.8%	0.1%	12 0 10	18.8%	4.4%	6.9%
Total Parent Municipality		36 879	43 443	46 500	52 595	53 279	53 279	57 201	59 834	63 902
% increase	4		17.8%	7.0%	13.1%	1.3%		7.4%	4.6%	6.8%
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		36 879	43 443	46 500	52 595	53 279	53 279	57 201	59 834	63 902
% increase	5	24.040	17.8%	7.0%	13.1%	1.3%	47 00°	7.4%	4.6%	6.89
TOTAL MANAGERS AND STAFF	5	31 949	38 277	41 132	47 295	47 326	47 326	50 890	53 145	56 812

Eastern Cape: Kouga(EC108) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Kouga(EC108) - Table SA22 Summa	ry Cou	ncillor and Sta	ff Benefits for	4th Quarter e	nded 30 June 2	2016				
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R IIIOUSAIIUS		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	A	В	С	D	E	F	G	Н	1
Basic Salaries and Wages		5 887	6 109	6 580	6 566	7 180	7 180	7 683	8 159	8 641
Pension and UIF Contributions					7					
Medical Aid Contributions					1 952					
Motor Vehicle Allowance		2 615	2 093	2 286		2 393	2 393	2 562	2 721	2 881
Cellphone Allowance Housing Allowances			696	705		710	710	759	806	854
Other benefits and allowances		92	127	186	3 153					
Sub Total - Councillors		8 594	9 025	9 757	11 678	10 283	10 283	11 004	11 686	12 376
% increase	4		5.0%	8.1%	19.7%	(11.9%)		7.0%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 363	5 033	5 404	5 836	5 649	5 649	6 045	6 419	6 798
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		496	491	686		676	676	723	768	813
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave		68	71	103						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 927	5 595	6 193	5 836	6 325	6 325	6 768	7 188	7 612
% increase	4		13.6%	10.7%	(5.8%)	8.4%		7.0%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		110 123	114 737	123 770	128 340	133 000	133 000	140 923	149 660	158 490
Pension and UIF Contributions Medical Aid Contributions		18 777 19 661	19 522 20 906	20 279 18 603	21 695 9 258	21 695 9 258	21 695 9 258	25 097 12 664	26 653 13 449	28 225 14 243
Overtime		7 943	9 737	8 491	10 803	10 803	10 803	9 454	10 040	10 632
Performance Bonus		8 734	9 880	9 288				948	1 006	1 066
Motor Vehicle Allowance		7 635	8 544	8 141				7 938	8 430	8 927
Cellphone Allowance										
Housing Allowances		465	450	472	506	506	506	584	620	656
Other benefits and allowances		14 361	17 942	16 619	35 141	35 141	35 141	28 068	29 808	31 567
Payments in lieu of leave Long service awards		674	772	970	858	858	858	759	806	854
Post-retirement benefit obligations		074	112	710	030	030	030	757	000	004
Sub Total - Other Municipal Staff		188 373	202 490	206 633	206 601	211 262	211 262	226 434	240 472	254 660
% increase	4		7.5%	2.0%		2.3%		7.2%	6.2%	5.9%
Total Parent Municipality		201 893	217 110	222 583	224 115	227 870	227 870	244 205	259 346	274 648
% increase	4		7.5%	2.5%	0.7%	1.7%		7.2%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other honofits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
TOTAL SALADY ALLOWANCES & DENEETS		204 000	217 440	222 502	224 445	227 272	227.070	244 205	250.241	274 / 40
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	201 893	217 110 7.5%	222 583 2.5%	224 115 0.7%	227 870 1.7%	227 870	244 205 7.2%	259 346 6.2%	274 648 5.9%
TOTAL MANAGERS AND STAFF	5	193 299	208 085	212 826	212 437	217 587	217 587	233 201	247 660	262 272

Eastern Cape: Kou-Kamma(EC109) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Kou-Kamma(EC109) - Table SA22	Summar	y Councillor a	nd Staff Benef	its for 4th Qua	rter ended 30	June 2016		004/4714 11		0.5. 17
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/1/ Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	'	A	ь	C	U	E	r	G	п	'
Basic Salaries and Wages		1 823	1 941		3 509	2 314	2 314	2 286	2 418	2 551
Pension and UIF Contributions					86	48	48	13	14	15
Medical Aid Contributions Motor Vehicle Allowance		576	621		29 726	15 673	15 673	712	764	816
Cellphone Allowance		139	154		208	230	230	230	246	263
Housing Allowances										
Other benefits and allowances			53		119	58	58	29	31	33
Sub Total - Councillors % increase	4	2 539	2 769 9.1%	(100.0%)	4 677	3 338 (28.6%)	3 338	3 270 (2.0%)	3 473 6.2%	3 678 5.9%
Senior Managers of the Municipality	2		7.170	(100.070)		(20.070)		(2.070)	0.270	5.77
Basic Salaries and Wages		21 324	20 641		30 175	27 907	27 907	3 327	3 567	3 813
Pension and UIF Contributions		3 009	3 163		3 454	3 454	3 454	266	285	305
Medical Aid Contributions Overtime		1 301 1 518	1 454 1 678		1 937 1 903	1 937 1 903	1 937 1 903	184	197	211
Performance Bonus		345	398		452	452	452	400	429	459
Motor Vehicle Allowance		2 284	2 593		3 204	3 204	3 204	919	985	1 053
Cellphone Allowance		92	145		150	150	150	109	116	124
Housing Allowances		136 714	237		260	260 1 529	260 1 529	151	162	173
Other benefits and allowances Payments in lieu of leave		38	2 184 19		1 529 4	1 329	1 329			
Long service awards		39	152		172	172	172			
Post-retirement benefit obligations					35	35	35			
Sub Total - Senior Managers of Municipality		30 799	32 663		43 274	41 007	41 007	5 356	5 742	6 138
% increase	4		6.1%	(100.0%)		(5.2%)		(86.9%)	7.2%	6.9%
Other Municipal Staff Basic Salaries and Wages								28 048	30 100	32 211
Pension and UIF Contributions								3 776	4 048	4 328
Medical Aid Contributions								1 668	1 788	1 912
Overtime								2 358	2 528	2 702
Performance Bonus Motor Vehicle Allowance								1 145	1 228	1 312
Cellphone Allowance								1 143	1 220	1 312
Housing Allowances								199	213	228
Other benefits and allowances								835	894	955
Payments in lieu of leave								72	77	83
Long service awards Post-retirement benefit obligations								52	56	60
Sub Total - Other Municipal Staff								38 153	40 932	43 790
% increase	4								7.3%	7.0%
Total Parent Municipality		33 338	35 432		47 951	44 345	44 345	46 780	50 146	53 605
% increase Board Members of Entities	4		6.3%	(100.0%)		(7.5%)		5.5%	7.2%	6.9%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations									<u></u>	<u></u>
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS		33 338	35 432		47 951	44 345	44 345	46 780	50 146	53 605
% increase	4	33 330	6.3%	(100.0%)	., ,,,,	(7.5%)	77 373	5.5%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	30 799	32 663		43 274	41 007	41 007	43 510	46 674	49 928

Eastern Cape: Sarah Baartman(DC10) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Sarah Baartman(DC10) - Table SA22	Sumn	nary Councillo	r and Staff Ber	nefits for 4th C	Quarter ended :	30 June 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	Α	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		3 746	3 910	4 158	4 471	4 471	4 363	4 722	5 043	5 386
Medical Aid Contributions										
Motor Vehicle Allowance		1 608	1 893	1 381	2 153	2 153	1 415	1 546	1 651	1 763
Cellphone Allowance		221	250	250	284	284	210	250	267	286
Housing Allowances			04	/40	447	447	/40	704	050	007
Other benefits and allowances Sub Total - Councillors		89 5 665	91 6 144	618 6 407	117 7 025	7 025	619	796 7 314	850 7 811	907 8 342
% increase	4	3 003	8.4%	4.3%	9.6%	7 023	(5.9%)	10.7%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 956	4 277	4 592	3 605	3 605	4 924	3 393	3 624	3 871
Pension and UIF Contributions		359	389	415	354	354	436	226	241	258
Medical Aid Contributions		46	57	60			61			
Overtime Performance Bonus		84	154	164	273	273	325	253	270	288
Motor Vehicle Allowance		644	605	564	713	713	564	713	761	813
Cellphone Allowance		25	25	25	25	25	25	25	27	29
Housing Allowances		6	6	6			7			
Other benefits and allowances		124	137	148	72	72	153	67	72	77
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 245	5 650	5 974	5 043	5 043	6 495	4 677	4 995	5 335
% increase	4		7.7%	5.7%	(15.6%)		28.8%	(28.0%)	6.8%	6.89
Other Municipal Staff										
Basic Salaries and Wages		21 950	22 753	22 946	27 913	27 913	18 215	29 295	31 287	33 414
Pension and UIF Contributions Medical Aid Contributions		1 603 4 211	1 839 4 434	1 791 4 631	2 072 9 686	2 072 9 686	1 431 6 681	2 146 6 537	2 292 6 981	2 448 7 456
Overtime		293	336	321	9 080	9 080	0 081	0 537	0 981	/ 400
Performance Bonus		399	501	575	746	746	640	1 427	1 524	1 627
Motor Vehicle Allowance		1 282	1 130	958	832	832	940	1 746	1 865	1 992
Cellphone Allowance		138	135	135	138	138	135	144	154	164
Housing Allowances		96	90	105	131	131	117	234	250	267
Other benefits and allowances		831	979	1 191	1 145	1 145	613	758	809	864
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		30 803	32 198	32 653	42 663	42 663	28 772	42 286	45 161	48 232
% increase	4		4.5%	1.4%	30.7%		(32.6%)	47.0%	6.8%	6.89
Total Parent Municipality % increase	4	41 713	43 991 5.5%	45 035 2.4%	54 730 21.5%	54 730	41 874 (23.5%)	54 277 29.6%	57 968 6.8%	61 909
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance		215								
Housing Allowances										
Other benefits and allowances		109	0.7	400	40/	404	401	400	***	404
Board Fees Payments in lieu of leave			87	120	126	126	126	108	114	121
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		324	87	120	126	126	126	108	114	121
% increase	4		(73.1%)	38.0%	4.6%			(14.3%)	5.6%	6.19
Senior Managers of Entities Basic Salaries and Wages					1 811	1 811	1 811	1 944	2 080	2 226
Pension and UIF Contributions					4	4	4	1 944	2 000	2 220
Medical Aid Contributions								· ·		
Overtime										
Performance Bonus					220	220	220	136	146	156
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances					18	18	18	19	20	22
Payments in lieu of leave					10			.,	20	
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					2 053	2 053	2 053	2 103	2 249	2 407
% increase	4							2.4%	7.0%	7.09
Other Staff of Entities Basic Salaries and Wages					1 830	2 550	2 550	2 730	2 921	3 126
Pension and UIF Contributions					6	6	6	7	7	7
Medical Aid Contributions										
Overtime										
Performance Bonus Meter Vehicle Allegange								162	173	185
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					19	19	19	28	30	32
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Staff of Entities					1 855	2 575	2 575	2 927	3 132	3 351
% increase	4				1 805	2 5 / 5 38.8%	2015	13.7%	3 132 7.0%	7.09
Total Municipal Entities	L	324	87	120	4 034	4 754	4 754	5 138	5 495	5 879
TOTAL SALARY, ALLOWANCES & BENEFITS		42 037	44 079	45 156	58 764	59 484	46 627	59 415	63 463	67 788
% increase	4	g · · · ·	4.9%	2.4%	30.1%	1.2%	(21.6%)	27.4%	6.8%	6.89
TOTAL MANAGERS AND STAFF	5	36 048	37 848	38 628	51 613	52 333	39 894	51 993	55 538	59 325

Eastern Cape: Mbhashe(EC121) - Table SA22 Su	mmary C	ouncillor and	Staff Benefits	for 4th Quarte	er ended 30 Jur	ne 2016				
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediur	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)			_		_	_		-		
Basic Salaries and Wages					19 907	19 907	19 907	17 012	18 067	19 133
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					226	226	226	1 517		
Housing Allowances										
Other benefits and allowances Sub Total - Councillors					20 133	20 133	20 133	803 19 332	18 067	19 133
% increase	4				20 133	20 133	20 133	(4.0%)	(6.5%)	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					46 905	45 664	45 664	79 203	84 113	89 076
Pension and UIF Contributions Medical Aid Contributions					7 718 4 403	7 718 4 403	7 718 4 403			
Overtime					726	726	726			
Performance Bonus					4 820	4 820	4 820			
Motor Vehicle Allowance					1 021	1 021	1 021			
Cellphone Allowance Housing Allowances					1 375 554	1 375 554	1 375 554			
Other benefits and allowances					1 864	1 864	1 864			
Payments in lieu of leave					753	753	753			
Long service awards					346	346	346			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4				70 485	69 244 (1.8%)	69 244	79 203 14.4%	84 113 6.2%	89 076 5.9%
% increase Other Municipal Staff	4					(1.0%)		14.476	0.276	J.976
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality					90 617	89 376	89 376	98 535	102 180	108 209
% increase Board Members of Entities	4					(1.4%)		10.2%	3.7%	5.9%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions				1						
Medical Aid Contributions				1						
Overtime										
Performance Bonus Motor Vehicle Allowance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4			1						
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances				1						
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			L	L		<u></u>	<u> </u>			
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS					90 617	0n 27/	89 376	00 535	102 180	108 209
% increase	4				40 01/	89 376 (1.4%)	69 3/6	98 535 10.2%	3.7%	108 209
TOTAL MANAGERS AND STAFF	5				70 485	69 244	69 244	79 203	84 113	89 076
	 _									

Eastern Cape: Mnquma(EC122) - Table SA22 Sum								2016/17 Mediu	m Term Revenue	& Expenditure
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	current year 2015/1			Framework	I
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	Α	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages					14 286	14 286	14 286	18 180	19 234	20 350
Pension and UIF Contributions					14 200	1 476	1 476	10 100	17234	20 330
Medical Aid Contributions						1 405	1 405			
Motor Vehicle Allowance					4 680	4 680	4 680	4 346	4 598	4 865
Cellphone Allowance Housing Allowances					1 513	1 513	1 513	1 589	1 682	1 779
Other benefits and allowances					3 660	3 660	3 660	306	324	343
Sub Total - Councillors					24 140	27 021	27 021	24 421	25 837	27 336
% increase	4 2					11.9%		(9.6%)	5.8%	5.8%
Senior Managers of the Municipality Basic Salaries and Wages	2				3 552	5 258	5 258	4 677	4 948	5 235
Pension and UIF Contributions					679	679	679	825	873	923
Medical Aid Contributions					274	274	274	654	692	732
Overtime					024	024	824	834	882	933
Performance Bonus Motor Vehicle Allowance					824 1 147	824 1 147	1 147	1 438	1 521	1 610
Cellphone Allowance					546	546	546	455	481	509
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					7 023	8 729	8 729	8 882	9 398	9 943
% increase	4					24.3%		1.8%	5.8%	5.8%
Other Municipal Staff Basic Salaries and Wages					108 048	113 783	113 783	119 011	125 913	133 216
Pension and UIF Contributions					15 807	15 807	15 807	19 389	20 513	21 703
Medical Aid Contributions					5 746	5 746	5 746	6 323	6 690	7 078
Overtime					540	540	540	531	562	594
Performance Bonus Motor Vehicle Allowance					5 006	5 006	5 006	5 179	5 479	5 797
Cellphone Allowance					7	7	7	3 1/7	3419	3171
Housing Allowances					98	98	98	195	206	218
Other benefits and allowances					4 672	4 672	4 672	5 902	6 245	6 607
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					139 924	145 659	145 659	156 529	165 608	175 213
% increase	4					4.1%		7.5%	5.8%	5.8%
Total Parent Municipality					171 086	181 409	181 409	189 833	200 843	212 492
% increase Board Members of Entities	4					6.0%		4.6%	5.8%	5.8%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			1	_	1					
% increase Other Staff of Entities	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					1					
% increase	4				<u> </u>		<u></u>			
Total Municipal Entities									-	
TOTAL SALARY, ALLOWANCES & BENEFITS	4				171 086	181 409	181 409	189 833	200 843	212 492
% increase TOTAL MANAGERS AND STAFF	5		<u> </u>		146 946	6.0% 154 387	154 387	4.6% 165 411	5.8% 175 005	5.8% 185 156
				1						

Eastern Cape: Great Kei(EC123) - Table SA22 Sum	mary C	ouncillor and	Stair Deficites	ioi 4iii Quarto	l ended 30 Jul	110 2010		004/4714	- n	a. F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	А	В	С	D	E	F	G	Н	1
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages		2 081	2 312	2 734	2 410	2 636	2 636	2 923	3 104	3 287
Pension and UIF Contributions		69	2 312	2 734	2 410	2 030	2 030	2 723	3 104	3 207
Medical Aid Contributions		42								
Motor Vehicle Allowance Cellphone Allowance		634 167	683 243	706 318	834 382	876 350	876 350	907 334	963 355	1 020 376
Housing Allowances		107	210	510	502	550	000	551	555	570
Other benefits and allowances					100	15	15	38	40	43
Sub Total - Councillors % increase	4	2 994	3 238 8.2%	3 759 16.1%	3 727 (0.9%)	3 877 4.0%	3 877	4 202 8.4%	4 462 6.2%	4 726 5.99
Senior Managers of the Municipality	2				,					
Basic Salaries and Wages Pension and UIF Contributions		1 647 198	998 259	1 764 38	3 264 500	2 996 40	2 996 40	5 275	5 602 173	5 933 183
Medical Aid Contributions		190	239	30	300	56	56	163	1/3	103
Overtime										
Performance Bonus Motor Vehicle Allowance		1 085	437	658	388	300 319	300 319	350 295	372 313	394 332
Cellphone Allowance				66	164	41	41	45	48	51
Housing Allowances			40	213	306	174	174	126	134	142
Other benefits and allowances Payments in lieu of leave		22	42			285	285			
Long service awards										
Post-retirement benefit obligations		0.050	4.70/	0.740	4.04	1044	1044	4.054		7.000
Sub Total - Senior Managers of Municipality % increase	4	2 953	1 736 (41.2%)	2 740 57.8%	4 621 68.7%	4 211 (8.9%)	4 211	6 254 48.5%	6 642 6.2%	7 033 5.99
Other Municipal Staff										
Basic Salaries and Wages Pension and UIF Contributions		16 691 1 714	20 201 2 408	22 755 2 794	27 289 4 149	28 860 4 172	28 860 4 172	28 846 3 898	30 634 4 140	32 441 4 384
Pension and UIF Contributions Medical Aid Contributions		1 /14 940	2 408 1 316	2 /94 1 409	4 149 2 272	4 1 / 2 1 977	4 1 / 2 1 977	3 898 2 194	4 140 2 330	4 384 2 467
Overtime		363	780	726	770	803	803	610	648	686
Performance Bonus Motor Vehicle Allowance		439	976	115	550 928	495 1 165	495 1 165	1 119	1 188	1 258
Cellphone Allowance		437	770	113	10	86	86	73	77	82
Housing Allowances		417	302		928	1 118	1 118	388	412	436
Other benefits and allowances Payments in lieu of leave		1 531	2 528	1 227	2 607 472	3 262 352	3 262 352	7 052 335	7 489 356	7 931 377
Long service awards						552	552	000	555	0,,
Post-retirement benefit obligations		2 165	1 654							
Sub Total - Other Municipal Staff % increase	4	24 260	30 164 24.3%	29 026 (3.8%)	39 974 37.7%	42 290 5.8%	42 290	44 514 5.3%	47 274 6.2%	50 063 5.99
Total Parent Municipality	+	30 207	35 139	35 525	48 322	50 378	50 378	54 970	58 378	61 823
% increase	4		16.3%	1.1%	36.0%	4.3%		9.1%	6.2%	5.99
Board Members of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	+	30 207	35 139	35 525	48 322	50 378	50 378	54 970	58 378	61 823
% increase	4		16.3%	1.1%	36.0%	4.3%		9.1%	6.2%	5.99
TOTAL MANAGERS AND STAFF	5	27 214	31 901	31 766	44 595	46 501	46 501	50 768	53 916	57 097

Eastern Cape: Amahlathi(EC124) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Amahlathi(EC124) - Table SA22 Su	ımmary	Councillor and	Staff Benefits	for 4th Quart	er ended 30 Ju	ine 2016		201//17 84- 41	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	'	A	В	C	U	E	F	G	н	'
Basic Salaries and Wages					7 611	7 611	7 611	7 611	8 159	8 722
Pension and UIF Contributions					1 514	1 067	1 067	1 067	1 144	1 223
Medical Aid Contributions					1 171	1 171	1 171	1 171	1 255	1 342
Motor Vehicle Allowance Cellphone Allowance					3 234 1 020	2 736 1 020	2 736 1 020	2 736 1 020	2 933 1 094	3 135 1 169
Housing Allowances					1 020	1 020	1 020	1 020	1 074	1 107
Other benefits and allowances										
Sub Total - Councillors					14 551	13 605	13 605	13 605	14 585	15 591
% increase	4					(6.5%)			7.2%	6.99
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages					62 696	62 333	62 333	70 029	75 071	80 251
Pension and UIF Contributions Medical Aid Contributions					8 760 2 867	9 244 3 227	9 244 3 227	10 668 3 549	11 436 3 805	12 225 4 067
Overtime					1 420	1 610	1 610	1 770	1 898	2 029
Performance Bonus					1 000	1 083	1 083	1 191	1 277	1 365
Motor Vehicle Allowance					2 228	3 305	3 305	3 635	3 897	4 166
Cellphone Allowance					656	542	542	596	639	683
Housing Allowances					1 727	3 192	3 192	3 433	3 680	3 934
Other benefits and allowances					149	147	147	31	34	36
Payments in lieu of leave					135	375	375	413	442	473
Long service awards Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					81 638	85 057	85 057	95 316	102 179	109 229
% increase	4					4.2%		12.1%	7.2%	6.99
Total Parent Municipality					96 189	98 662	98 662	108 922	116 764	124 821
% increase	4					2.6%		10.4%	7.2%	6.99
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		—								
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					96 189	98 662	98 662	108 922	116 764	124 821
% increase	4					2.6%		10.4%	7.2%	6.99
TOTAL MANAGERS AND STAFF	5	L			81 638	85 057	85 057	95 316	102 179	109 229

Eastern Cape: Ngqushwa(EC126) - Table SA22 St	ımmary	Councillor and	Staff Benefits	for 4th Quart	ter ended 30 J	une 2016		004/4714	T D	
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
K ulousarius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	Е	F	G	Н	1
Basic Salaries and Wages		4 694	3 728	3 966	3 718	3 969	3 969	3 843	4 081	4 322
Pension and UIF Contributions			808	714	743	1 054	1 054	868	922	976
Medical Aid Contributions			567	526	590	247	247	715	759	804
Motor Vehicle Allowance		1 346	1 216	1 448 522	1 647	1 757	1 757 522	2 211	2 348	2 487 727
Cellphone Allowance Housing Allowances			400	322	522	522	522	646	686	121
Other benefits and allowances		194	921	994	90	90	90	133	141	150
Sub Total - Councillors		6 234	7 640	8 169	7 310	7 639	7 639	8 416	8 938	9 465
% increase	4		22.6%	6.9%	(10.5%)	4.5%		10.2%	6.2%	5.9%
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2	2 713	3 005	2 681	6 252	4 827	4 827	4 963	5 270	5 581
Pension and UIF Contributions		2713	3 003	2 001	0 232	4 027	4 027	4 703	3210	3 301
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		2 713	3 005	2 681	6 252	4 827	4 827	4 963	5 270	5 581
% increase	4	2713	10.8%	(10.8%)		(22.8%)	4 027	2.8%	6.2%	5.9%
Other Municipal Staff				,						
Basic Salaries and Wages		17 899	25 928	28 195	32 720	32 624		36 919	39 208	41 521
Pension and UIF Contributions Medical Aid Contributions		4 018	3 407	4 407	5 785	5 762		5 999	6 371	6 747
Medical Aid Contributions Overtime			1 721 222	2 109 232	1 401	1 428		2 116	2 247	2 379
Performance Bonus			222	232						
Motor Vehicle Allowance		2 302	1 228	1 526	1 284	1 412		1 798	1 910	2 023
Cellphone Allowance			178	248	212	234		426	453	479
Housing Allowances		32	47	40	82	82		296	315	333
Other benefits and allowances Payments in lieu of leave		1 451 78	3 938 359	4 381 838	1 652	2 622		3 866 1 160	4 105 1 232	4 348 1 305
Long service awards		,,,	429	311				324	344	365
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 779	37 458	42 287	43 137	44 164		52 905	56 185	59 500
% increase Total Parent Municipality	4	34 726	45.3% 48 103	12.9% 53 137	2.0% 56 699	2.4% 56 630	(100.0%) 12 466	66 284	6.2% 70 393	5.9% 74 546
% increase	4	34 /20	38.5%	10.5%	6.7%	(0.1%)	(78.0%)	431.7%	6.2%	5.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime	4									
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages	4									
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		34 726	48 103	53 137	56 699	56 630	12 466	66 284	70 393	74 546
% increase	4		38.5%	10.5%	6.7%	(0.1%)	(78.0%)	431.7%	6.2%	5.99
TOTAL MANAGERS AND STAFF	5	28 492	40 463	44 968	49 389	48 991	4 827	57 868	61 455	65 081

Eastern Cape: Raymond Mhlaba(EC129) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016 2016/17 Medium Term Revenue & Expenditure Ref 2012/13 2013/14 2014/15 Current year 2015/16 Summary of Employee and Councillor Remuneration Framework Audited Outcome Adjusted Budget Full Year Forecast Budget Year 2016/17 Budget Year 2017/18 Budget Year 2018/19 Audited Audited R thousands Original Budget В Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase 4 Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS

% increase

TOTAL MANAGERS AND STAFF

4

Eastern Cape: Amathole(DC12) - Table SA22 Sum	mary Co	ouncillor and S	taff Benefits for	or 4th Quarter	ended 30 Jun	e 2016		004/4714 11	T 5	. F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 628	7 337	7 546	8 043	7 981	7 981	13 704	14 732	15 837
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance		2 192	2 130	2 192	3 379	2 424	2 424			
Cellphone Allowance		457	744	777	1 138	781	781	898	965	1 037
Housing Allowances		2 187		744	3 620	841	841			
Other benefits and allowances		98	2 041	1 771	654	1 730	1 730	424	456	490
Sub Total - Councillors % increase	4	11 563	12 253 6.0%	13 030 6.3%	16 834 29.2%	13 758 (18.3%)	13 758	15 026 9.2%	16 153 7.5%	17 364 7.59
Senior Managers of the Municipality	2		0.070	0.570	27.270	(10.370)		7.270	7.570	7.57
Basic Salaries and Wages		5 835	6 891	8 468	7 399	8 971	8 971	10 035	10 788	11 597
Pension and UIF Contributions		454	849	983	1 018	1 213	1 213	1 278	1 371	1 473
Medical Aid Contributions		303	111	116	147	159	159	117	128	141
Overtime Performance Bonus		703	2 774	1 860	1 528	1 839	1 839	2 159	2 321	2 495
Motor Vehicle Allowance		1 828	1 896	2 093	2 288	1 940	1 940	2 202	2 367	2 367
Cellphone Allowance		261	323	376	1 235	434	434	926	926	996
Housing Allowances		125	680	1 198	49	709	709			
Other benefits and allowances		78	1	1	284	1	1	1	1	1
Payments in lieu of leave Long service awards		327								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 913	11 527	15 096	13 949	15 266	15 266	16 718	17 902	19 070
% increase	4		16.3%	31.0%	(7.6%)	9.4%		9.5%	7.1%	6.59
Other Municipal Staff										
Basic Salaries and Wages		220 978	270 860	331 270	325 227	374 635	374 635	408 439	438 217	470 417
Pension and UIF Contributions Medical Aid Contributions		33 821 17 654	47 002 21 263	65 065 24 852	52 394 34 024	75 496 30 879	75 496 30 879	81 454 32 359	87 418 35 595	93 965 39 070
Overtime		17 004	16 901	24 852	14 200	19 870	19 870	32 359 8 000	8 600	10 091
Performance Bonus										
Motor Vehicle Allowance		10 715	17 937	33 961	30 641	38 415	38 415	39 541	42 290	42 290
Cellphone Allowance		4 250	5 531	8 037	10 296	8 625	8 625	12 624	12 624	13 570
Housing Allowances		1 768	2 387	3 247	10 335	4 274	4 274	1 290	1 290	1 290
Other benefits and allowances Payments in lieu of leave		34 038 15 598	10 860 27 150	12 877 31 216	43 971 9 430	14 137 17 047	14 137 17 047	1 754 11 511	1 885 12 374	2 026 13 302
Long service awards		10 070	2 955	31210	7 100	2 432	2 432	6 979	7 903	8 926
Post-retirement benefit obligations		11 185	26 381	22 193	17 021	22 475	22 475	26 188	31 244	37 293
Sub Total - Other Municipal Staff		361 911	449 227	556 961	547 538	608 286	608 286	630 138	679 440	732 241
% increase	4	202 207	24.1%	24.0%	(1.7%)	11.1%	/27 200	3.6%	7.8%	7.89
Total Parent Municipality % increase	4	383 387	473 006 23.4%	585 086 23.7%	578 320 (1.2%)	637 309 10.2%	637 309	661 882 3.9%	713 495 7.8%	768 675 7.79
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities									<u></u>	
% increase Other Staff of Entities	4									
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances										
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS		383 387	473 006	585 086	578 320	637 309	637 309	661 882	713 495	768 675
% increase	4		23.4%	23.7%	(1.2%)	10.2%		3.9%	7.8%	7.79
TOTAL MANAGERS AND STAFF	5	371 824	460 754	572 056	561 487	623 552	623 552	646 856	697 342	751 311

Eastern Cape: Inxuba Yethemba(EC131) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Inxuba Yethemba(EC131) - Table S	SA22 Sur	nmary Counci	llor and Staff E	Benefits for 4th	Quarter ende	d 30 June 201	6	004/4711		0.5 17
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	6	2016/1/ Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	А	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions			6 294	6 548	6 753	6 753	6 753	7 327	7 957	8 650
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			6 294	6 548	6 753	6 753	6 753	7 327	7 957	8 650
% increase	4			4.0%	3.1%			8.5%	8.6%	8.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 733	6 220	6 755
Pension and UIF Contributions								684	742	806
Medical Aid Contributions								145	157	171
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								6 562	7 120	7.700
Sub Total - Senior Managers of Municipality % increase	4							0 302	8.5%	7 732 8.6%
	4								0.376	0.070
Other Municipal Staff Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions			1							
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality			6 294	6 548	6 753	6 753	6 753	13 889	15 077	16 382
% increase	4			4.0%	3.1%			105.7%	8.6%	8.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			1							
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			6 294	6 548	6 753	6 753	6 753	13 889	15 077	16 382
% increase	4			4.0%	3.1%			105.7%	8.6%	8.7%
TOTAL MANAGERS AND STAFF	5							6 562	7 120	7 732

Eastern Cape: Intsika Yethu(EC135) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Intsika Yethu(EC135) - Table SA22 S	Summa	ry Councillor a	and Staff Bene	fits for 4th Qu	arter ended 30	June 2016		004/4714 11	T 5	
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	6	2016/1/ Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)			_		-	-	·	_	**	·
Basic Salaries and Wages		11 539	12 729		10 332		10 332	11 226	11 922	12 626
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance					2 243		2 243	2 348	2 494	2 641
Cellphone Allowance					973		973	876	931	986
Housing Allowances										
Other benefits and allowances					619		619	12	13	13
Sub Total - Councillors % increase	4	11 539	12 729 10.3%	(100.0%)	14 167	(100.0%)	14 167	14 463 2.1%	15 359 6.2%	16 266 5.9%
Senior Managers of the Municipality	2		10.3%	(100.0%)		(100.0%)		Z.176	0.276	3.9%
Basic Salaries and Wages	-							8 514	9 042	9 575
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance								418	444	470
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								8 932	0.407	10.04/
Sub Total - Senior Managers of Municipality % increase	4							8 932	9 486 6.2%	10 046 5.9%
Other Municipal Staff									0.270	0.77
Basic Salaries and Wages					47 705	14 455	103 780	70 023	74 365	78 752
Pension and UIF Contributions					8 692			8 386	8 905	9 431
Medical Aid Contributions					3 197			4 202	4 462	4 725
Overtime					4044			440		470
Performance Bonus Motor Vehicle Allowance					4 014 6 937			418 5 534	444 5 877	470 6 223
Cellphone Allowance					799			566	601	637
Housing Allowances					2 086			50	54	57
Other benefits and allowances					1 727			5 277	5 604	5 935
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					75 158	14 455	103 780	94 456	100 312	106 230
Sub Total - Other Municipal Staff % increase	4				/5 158	(80.8%)	618.0%	(9.0%)	6.2%	5.9%
Total Parent Municipality	-	11 539	12 729		89 325	14 455	117 947	117 851	125 157	132 542
% increase	4		10.3%	(100.0%)		(83.8%)	716.0%	(0.1%)	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other honofits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
TOTAL SALARY ALLOWANCES & RENEETS		14 500	10 700		00.335	14.455	117.047	117.004	105 157	100 540
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	11 539	12 729 10.3%	(100.0%)	89 325	14 455 (83.8%)	117 947 716.0%	117 851 (0.1%)	125 157 6.2%	132 542
TOTAL MANAGERS AND STAFF	5		10.3%	(100.070)	75 158	14 455	103 780	103 388	109 798	116 276
									-	

Eastern Cape: Emalahleni (Ec)(EC136) - Table SA	22 Sumr	mary Councillo	or and Staff Be	nefits for 4th (Quarter ended	30 June 2016				
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/1	6	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited	Audited Outcome	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	A	Outcome B	C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 101	9 812	10 104	10 739	10 896	10 896	10 947	11 714	12 533
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								780	835	894
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		9 101	9 812	10 104	10 739	10 896	10 896	11 728	12 549	13 427
% increase	4	7 101	7.8%	3.0%	6.3%	1.5%	10 070	7.6%	7.0%	7.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 171	6 371	6 392	6 866	7 146	7 146	7 843	8 628	9 490
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus		115	(2 303)	582	97			1 061	1 168	1 284
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances				332						
Payments in lieu of leave				332						
Long service awards										
Post-retirement benefit obligations				1 135						
Sub Total - Senior Managers of Municipality		7 285	4 068	8 441	6 963	7 146	7 146	8 905	9 795	10 775
% increase Other Municipal Staff	4		(44.2%)	107.5%	(17.5%)	2.6%		24.6%	10.0%	10.09
Basic Salaries and Wages		26 431	29 907	25 746	33 338	32 795	32 795	38 341	42 115	46 291
Pension and UIF Contributions		3 245	3 780	3 888	6 197	5 467	5 467	6 280	6 900	7 569
Medical Aid Contributions		949	1 298	1 323	2 049	1 932	1 932	2 145	2 357	2 582
Overtime		1 070	1 503	846	993	1 008	1 008	925	1 014	1 113
Performance Bonus Motor Vehicle Allowance		653	884	(582) 1 144	2 855	820 2 299	820 2 299	1 061 2 366	1 168 2 603	1 284 2 863
Cellphone Allowance		283	468	90	432	188	188	176	193	213
Housing Allowances		140	143	92	490	117	117	65	71	78
Other benefits and allowances		328	430	1 925	560	2 736	2 736	758	833	917
Payments in lieu of leave		369	1 817		1 928			134	148	162
Long service awards Post-retirement benefit obligations		316 2 614	241 2 757	290 (421)	260 3 143	260	260	272 587	300 646	330 710
Sub Total - Other Municipal Staff		36 399	43 227	34 341	52 244	47 621	47 621	53 111	58 347	64 113
% increase	4		18.8%	(20.6%)	52.1%	(8.8%)		11.5%	9.9%	9.9%
Total Parent Municipality % increase	4	52 786	57 106 8.2%	52 886 (7.4%)	69 946 32.3%	65 664 (6.1%)	65 664	73 743 12.3%	80 691 9.4%	88 314 9.4%
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % Increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Sub Total - Senior Managers of Entities	4									
% increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		52 786	57 106	52 886	69 946	65 664	65 664	73 743	80 691	88 314
% increase	4		8.2%	(7.4%)	32.3%	(6.1%)		12.3%	9.4%	9.49
TOTAL MANAGERS AND STAFF	5	43 685	47 295	42 783	59 207	54 768	54 768	62 015	68 142	74 887

Eastern Cape: Engcobo(EC137) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Engcobo(EC137) - Table SA22 Sumr	mary C	ouncillor and S	Staff Benefits f	or 4th Quarter	r ended 30 Jun	e 2016		004/4714	T D	A.F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Ci	urrent year 2015/1	16	2016/1/ Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	В	C	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		6 679	6 779		8 036	8 036	8 036	8 522	9 051	9 585
Medical Aid Contributions Medical Aid Contributions										
Motor Vehicle Allowance					2 721	2 721	2 721	2 925	3 106	3 289
Cellphone Allowance			546		904	904	904	840	892	945
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 759 9 438	2 715 10 041		664 12 325	506	506 12 167	12 207	12.040	12.010
% increase	4	9 438	6.4%	(100.0%)		12 167 (1.3%)	12 107	12 287 1.0%	13 049 6.2%	13 819 5.99
Senior Managers of the Municipality	2			(,		()				
Basic Salaries and Wages		3 330	4 036		4 710	4 710	4 710	5 186	5 507	5 832
Pension and UIF Contributions					40	40	40			
Medical Aid Contributions										
Overtime Performance Bonus		230	600		300	300	300	330	351	371
Motor Vehicle Allowance			878		1 425	1 425	1 425	1 569	1 666	1 764
Cellphone Allowance			345		115	115	115	126	134	142
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 560	5 860		6 590	6 590	6 590	7 211	7 658	8 110
% increase	4		64.6%	(100.0%)				9.4%	6.2%	5.99
Other Municipal Staff										
Basic Salaries and Wages		21 902	19 548		28 807	29 217	29 217	37 865	40 213	42 586
Pension and UIF Contributions Medical Aid Contributions		2 988 2 184	3 007 2 173		6 776 1 196	5 934 1 346	5 934 1 346	6 533 1 482	6 939 1 574	7 348 1 667
Overtime		484	713		709	709	709	780	829	878
Performance Bonus										
Motor Vehicle Allowance		2 778	1 207		2 429	2 604	2 604	2 868	3 045	3 225
Cellphone Allowance		269	291		365	365	365	402	427	453
Housing Allowances Other benefits and allowances		1.054	90 2 518		100 404	171 3	171	188	200	212
Payments in lieu of leave		1 956	2 5 18 580		317	229	3 229	4 253	268	4 284
Long service awards		310	85		317	317	317	349	371	393
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 954	30 214		41 422	40 898	40 898	50 725	53 870	57 049
% increase	4	45.050	(8.3%)	(100.0%)	(0.227	(1.3%)	F0./F4	24.0%	6.2%	5.99
Total Parent Municipality % increase	4	45 952	46 114 0.4%	(100.0%)	60 337	59 654 (1.1%)	59 654	70 224 17.7%	74 577 6.2%	78 977 5.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards	4									
Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 952	46 114	44	60 337	59 654	59 654	70 224	74 577	78 977
% increase TOTAL MANAGERS AND STAFF	5	36 514	0.4% 36 073	(100.0%)	48 012	(1.1%) 47 487	47 487	17.7% 57 937	6.2% 61 529	5.99 65 159

Eastern Cape: Sakhisizwe(EC138) - Table SA22 S	ummary	Councillor an	d Staff Benefit	s for 4th Quar				2014/17 Modiu	m Term Revenue	9. Evnondituro
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)		0.550	2 / 27	2.000	4.704	4.704	4.704	5 44 /	5.440	5.70
Basic Salaries and Wages Pension and UIF Contributions		3 553	3 607	3 988	4 781	4 781	4 781	5 116	5 412	5 726
Medical Aid Contributions		67	82	110						
Motor Vehicle Allowance		1 063	785	500	984	984	984	984	1 041	1 102
Cellphone Allowance		229	336	234	397	397	397	397	420	444
Housing Allowances Other benefits and allowances		42	62	47						
Sub Total - Councillors		4 954	4 872	4 879	6 162	6 162	6 162	6 496	6 873	7 272
% increase	4		(1.7%)	0.1%	26.3%			5.4%	5.8%	5.89
<u>Senior Managers of the Municipality</u> Basic Salaries and Wages	2	3 300	4 110	5 467	6 007	6 007	6 007	6 150	6 507	6 884
Pension and UIF Contributions		241	270	327	484	484	484	492	521	551
Medical Aid Contributions		114	96	111	161	161	161	161	171	181
Overtime		316	234	261	264	264	264	264	279	296
Performance Bonus		32	113	60	69	69	69	69	73	77
Motor Vehicle Allowance Cellphone Allowance		82 1 660	82 664	159 241	82 640	82 640	82 640	82 640	86 677	91 716
Housing Allowances		549	61	74	40	40	40	42	44	47
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		6 293	5 629	6 699	7 747	7 747	7 747	7 900	8 359	8 843
% increase	4	02,3	(10.5%)	19.0%	15.6%			2.0%	5.8%	5.89
Other Municipal Staff										
Basic Salaries and Wages		17 506	18 561	16 106	19 210	19 210	19 210	20 541	21 733	22 993
Pension and UIF Contributions Medical Aid Contributions		1 980 1 364	2 389 2 349	2 268 1 722	2 519 1 509	2 519 1 509	2 519 1 509	2 695 1 509	2 851 1 596	3 017 1 689
Overtime		1 304	2 349	25	1 509	1 509	17	1 509	1 596	1 689
Performance Bonus		11	10	2	5	5	5	5	5	5
Motor Vehicle Allowance										
Cellphone Allowance		2 317	2 010	1 167	1 128	1 128	1 128	1 128	1 193	1 263
Housing Allowances Other benefits and allowances		528	1 249	364	43 444	43 444	43 444	43 471	46 499	49 528
Payments in lieu of leave		020	1217	501					.,,	020
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		23 731	26 602 12.1%	21 654	24 875 14.9%	24 875	24 875	26 409 6.2%	27 941 5.8%	29 561
% increase Total Parent Municipality	4	34 978	37 103	(18.6%)	38 784	38 784	38 784	40 805	43 172	5.89 45 676
% increase	4		6.1%	(10.4%)	16.7%			5.2%	5.8%	5.89
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime										
Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	34 978	37 103 6.1%	33 232 (10.4%)	38 784 16.7%	38 784	38 784	40 805 5.2%	43 172 5.8%	45 676 5.89
TOTAL MANAGERS AND STAFF	5	30 024	32 232	28 353	32 622	32 622	32 622	34 309	36 299	38 405
	-1									

Eastern Cape: Enoch Mgijima(EC139) - Table SA22	Sumn	nary Councillo	and Staff Ber	nefits for 4th C	uarter ended	30 June 2016		1		1
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
		Audited	Audited	Audited		Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R thousands		Outcome	Outcome	Outcome	Original Budget	Budget	Forecast	2016/17	2017/18	2018/19
	1	Α	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									
		1								

Eastern Cape: Chris Hani(DC13) - Table SA22 Sun	nmary C	ouncillor and	Staff Benefits	for 4th Quarte	r ended 30 Jui	ne 2016		004/4714 11	T D	0.F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)		,,	J	Ü	5	_	,			
Basic Salaries and Wages		7 918	4 364		6 611	6 554		7 078	7 503	7 953
Pension and UIF Contributions			172		143	143		155	164	174
Medical Aid Contributions Motor Vehicle Allowance			870		1 373 2 354	1 373 2 354		1 482 2 721	1 571 2 884	1 666 3 057
Cellphone Allowance					442	442		518	549	582
Housing Allowances			1 633							
Other benefits and allowances			291							
Sub Total - Councillors		7 918	7 331		10 923	10 866		11 954	12 671	13 431
% increase	4		(7.4%)	(100.0%)		(0.5%)	(100.0%)		6.0%	6.0%
Senior Managers of the Municipality Basic Salaries and Wages	2		3 542	5 424	6 507	6 507		6 153	6 522	6 913
Pension and UIF Contributions			0012	0 121	1 138	1 138		0 100	0 022	0710
Medical Aid Contributions			945	355	390	390		403	427	452
Overtime										
Performance Bonus			263	348	981	981		394	418	443
Motor Vehicle Allowance Cellphone Allowance			1 606	1 971	1 484 226	1 484 226		2 236	2 370	2 512
Housing Allowances					66	66				
Other benefits and allowances			438	366	98	98		415	439	466
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality	١.		6 794	8 464	10 891	10 891	(100.00()	9 600	10 176	10 787
% increase Other Municipal Staff	4			24.6%	28.7%		(100.0%)		6.0%	6.09
Basic Salaries and Wages			71 097	78 631	158 638	178 164		203 930	216 166	229 136
Pension and UIF Contributions			590	655	26 445	26 445		27 688	29 350	31 110
Medical Aid Contributions			2 818	4 072	12 632	12 632		9 838	10 428	11 054
Overtime			1 164	1 298	3 576	3 576		3 197	3 389	3 592
Performance Bonus Motor Vehicle Allowance			4 859 11 505	6 458 13 933	10 435 24 626	10 435 24 626		10 923 20 053	11 578 21 256	12 273 22 532
Cellphone Allowance			11 505	13 933	24 626	24 626		20 053	21 256	22 532
Housing Allowances			979	1 084	3 323	3 323		2 514	2 665	2 825
Other benefits and allowances			14 068	14 354	3 998	5 057		21 575	22 870	24 242
Payments in lieu of leave			2 304	2 797				324	343	364
Long service awards			(13)	63	2 247	2 247		233	247	262
Post-retirement benefit obligations			6 401	2 406	78	2 020		2 136	2 264	2 400
Sub Total - Other Municipal Staff % increase	4		115 772	125 751 8.6%	248 329 97.5%	270 855 9.1%	(100.0%)	302 411	320 556 6.0%	339 789 6.0%
Total Parent Municipality	4	7 918	129 896	134 215	270 143	292 612	(100.0%)	323 965	343 403	364 007
% increase	4		1540.5%	3.3%	101.3%	8.3%	(100.0%)		6.0%	6.0%
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions		456	844	2 388	2 720 272	1 252 136	2 505 272	3 384 254	3 621 291	3 874 272
Medical Aid Contributions Overtime					136			182	195	208
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance						370	741	198	212	227
Housing Allowances				9	57	388	776	2 759	2 946	3 166
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		456	844	2 398	3 185	2 146	4 292	6 777	7 264	7 747
% increase	4	450	85.0%	184.2%	32.9%	(32.6%)	100.0%	57.9%	7.2%	6.6%
Other Staff of Entities										
Basic Salaries and Wages		323	2 007	3 609	5 280	1 252	2 505	6 569	7 029	7 521
Pension and UIF Contributions				157	528	122	243	493	564	527
Medical Aid Contributions Overtime				36	264	119	238	353	378	404
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								198	212	227
Housing Allowances						143	285	2 984	3 168	3 440
Other benefits and allowances				190	111	77	154	5 481	5 856	6 283
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		323	2 007	3 992	6 183	1 713	3 425	16 077	17 207	18 402
% increase	4		522.0%	99.0%	54.9%	(72.3%)	100.0%	369.3%	7.0%	6.99
Total Municipal Entities		779	2 850	6 390	9 368	3 859	7 718	22 854	24 471	26 149
TOTAL SALARY, ALLOWANCES & BENEFITS	4	8 697	132 746 1426.4%	140 605 5.9%	279 511 98.8%	296 471 6.1%	7 718 (97.4%)	346 819 4393.8%	367 874 6.1%	390 156
% increase TOTAL MANAGERS AND STAFF	5	779	1426.4%	140 605	98.8% 268 588	285 605	7 718	4393.8% 334 866	355 203	6.1% 376 725
	1 -		00	0 000	_30 000	_50 000			230 200	3,0,2

Eastern Cape: Elundini(EC141) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Elundini(EC141) - Table SA22 Sum	mary Co	ouncillor and S	Staff Benefits for	or 4th Quarter	ended 30 Jun	e 2016		004/4714 11		0.5. 111
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R tilousalius		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	I
Basic Salaries and Wages		6 130	6 477	7 228	9 625	7 213	7 213	7 646	8 196	8 762
Pension and UIF Contributions		64	94		104					
Medical Aid Contributions					83					
Motor Vehicle Allowance		2 048		2 062	1 894	2 843	2 843	3 013	3 230	3 453
Cellphone Allowance		413	724	1 347	613	710	710	882	945	1 011
Housing Allowances Other benefits and allowances		56	2 239	92	81	122	122			
Sub Total - Councillors		8 711	9 534	10 729	12 400	10 888	10 888	11 541	12 372	13 225
% increase	4		9.4%	12.5%	15.6%	(12.2%)		6.0%	7.2%	6.99
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 489	3 661		4 137	4 354	4 354	4 705	5 044	5 392
Pension and UIF Contributions		9	154		174	201	201	193	206	221
Medical Aid Contributions			68		77	176	176	188	201	215
Overtime Performance Bonus			761		860	610	610	652	699	747
Motor Vehicle Allowance		554	1 832		2 069	1 235	1 235	1 321	1 416	1 514
Cellphone Allowance		902								
Housing Allowances		48	380							
Other benefits and allowances		334	394		430	882	882	571	612	654
Payments in lieu of leave					445					
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		F 22'	7.000		0.400	7.450	7 458	7/20	0.470	07**
Sub Total - Senior Managers of Municipality % increase	4	5 336	7 250 35.9%	(100.0%)	8 192	7 458 (9.0%)	7 458	7 630 2.3%	8 179 7.2%	8 744 6.99
Other Municipal Staff	"		33.776	(100.0%)		(7.070)		2.370	1.270	0.97
Basic Salaries and Wages		30 263	25 141	38 366	40 562	44 125	44 125	45 068	48 313	51 647
Pension and UIF Contributions		5 148	1 675	5 989		9 551	9 551	9 445	10 125	10 824
Medical Aid Contributions		2 412	2 741	3 327	3 173	6 996	6 996	7 529	8 071	8 628
Overtime		60		1 851	149	1 584	1 584	1 703	1 825	1 951
Performance Bonus			744	37	840	1 349	1 349	1 455	1 560	1 667
Motor Vehicle Allowance Cellphone Allowance		2 569	118 191	15 432 118	5 239	4 325 710	4 325 710	7 785 763	8 346 818	8 922 875
Housing Allowances		885	619	1 764	1 129	331	331	357	383	409
Other benefits and allowances		8 404	16 180	1 518	3 353	1 891	1 891	2 727	2 923	3 125
Payments in lieu of leave			295		333	333	333	254	272	291
Long service awards			238	149	270	270	270	56	60	64
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		49 741	47 942	68 551	55 048	71 464	71 464	77 142	82 696	88 403
% increase Total Parent Municipality	4	(2.700	(3.6%) 64 726	43.0% 79 280	(19.7%) 75 640	29.8% 89 810	89 810	7.9% 96 313	7.2% 103 247	6.99 110 372
% increase	4	63 788	1.5%	22.5%	(4.6%)	18.7%	89 810	7.2%	7.2%	6.99
Board Members of Entities	"		1.370	22.570	(4.070)	10.770		1.270	7.270	0.77
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other hopefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4			<u> </u>					<u> </u>	<u></u>
Total Municipal Entities				-			-		-	-
TOTAL SALARY, ALLOWANCES & BENEFITS	.	63 788	64 726	79 280	75 640	89 810	89 810	96 313	103 247	110 372
% increase TOTAL MANAGERS AND STAFF	5	55 077	1.5% 55 192	22.5% 68 551	(4.6%) 63 240	18.7% 78 922	78 922	7.2% 84 772	7.2% 90 876	6.9% 97 147
TO THE INDIVIDUENCE AND STALL	1 3	J3 U//	J3 19Z	00 33 [U3 Z4U	10 722	10 722	04 / / 2	70 0 / 0	7/ 14/

Eastern Cape: Senqu(EC142) - Table SA22 Summ	ary Cou	ncillor and Sta	ff Benefits for	4th Quarter er	nded 30 June 2	2016		004/4714 11	T D	0.5 111
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited	Audited	Original Budget	Adjusted	Full Year Forecast	Budget Year	Budget Year	Budget Year
	1	A	Outcome B	Outcome C	D	Budget E	Forecast	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)				-						
Basic Salaries and Wages		6 151	6 525	7 016	10 520	10 520	10 520	11 257	12 045	12 888
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		461	497	772	986	986	986	1 055	1 129	1 208
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 246 8 858	2 557 9 580	2 611 10 399	222 11 729	222 11 729	222 11 729	238 12 550	254 13 428	272 14 368
% increase	4	0 000	8.2%	8.5%	12.8%			7.0%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 954	6 357	6 811	7 749	7 749	7 749	8 292	8 872	9 493
Pension and UIF Contributions Medical Aid Contributions		113	11	11	89	89	89	95	102	109
Overtime										
Performance Bonus			1 872	1 271	1 490	1 490	1 490	1 594	1 705	1 825
Motor Vehicle Allowance		324	320	320						
Cellphone Allowance Housing Allowances		82 8	84	84	91	91	91	97	104	111
Other benefits and allowances		0								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	6 479	8 644 33.4%	8 497 (1.7%)	9 419 10.8%	9 419	9 419	10 078 7.0%	10 784 7.0%	11 539 7.0%
% Increase Other Municipal Staff	4		33.4%	(1.776)	10.6%			7.0%	1.0%	7.07
Basic Salaries and Wages		21 674	26 755	30 334	36 995	38 836	38 836	41 698	44 616	47 740
Pension and UIF Contributions		3 999	4 163	4 941	7 029	7 108	7 108	7 637	8 171	8 743
Medical Aid Contributions		1 431	1 786	2 117	10 333	4 656	4 656	4 943	5 290	5 660
Overtime Performance Ropus		483	719	1 004	4 705	1 061	140 1	5 225	5 591	5.002
Performance Bonus Motor Vehicle Allowance		2 994	2 008	2 928	4 705	4 864	4 864	5 225	196 0	5 982
Cellphone Allowance		23	208	273	277	347	347	453	484	518
Housing Allowances		23	15	15	26	168	168	190	203	217
Other benefits and allowances		536	670	606	880	883	883	1 428	1 511	1 600
Payments in lieu of leave Long service awards		530 209	1 497 256	1 610 262	285	285	285	306	327	350
Post-retirement benefit obligations		1 637	1 679	1 908	2 149	2 149	2 149	2 303	2 464	2 637
Sub Total - Other Municipal Staff		33 538	39 756	45 999	62 680	59 296	59 296	64 181	68 657	73 446
% increase	4		18.5%	15.7%	36.3%	(5.4%)		8.2%	7.0%	7.0%
Total Parent Municipality % increase	4	48 876	57 980 18.6%	64 895 11.9%	83 827 29.2%	80 444 (4.0%)	80 444	86 810 7.9%	92 869 7.0%	99 353 7.0%
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entitles % Increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime										
Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		48 876	57 980	64 895	83 827	80 444	80 444	86 810	92 869	99 353
% increase	5	#0.010	18.6%	11.9%	29.2%	(4.0%) 68 715	40 71F	7.9%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	40 018	48 400	54 496	72 099	68 715	68 715	74 260	79 441	84 985

Eastern Cape: Walter Sisulu(EC145) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Walter Sisulu(EC145) - Table SA22	Summa	ry Councillor	and Staff Bene	efits for 4th Qu	uarter ended 30	June 2016		201//17 14- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
i i i i i i i i i i i i i i i i i i i		Outcome	Outcome	Outcome		Budget	Forecast	2016/17	2017/18	2018/19
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	I
Basic Salaries and Wages								5 764	6 153	6 549
Pension and UIF Contributions								122	131	140
Medical Aid Contributions								140	150	161
Motor Vehicle Allowance								808	862	917
Cellphone Allowance								530	565	602
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								7 365	7 862	8 368
% increase	4								6.7%	6.49
Senior Managers of the Municipality	2							0.504	0.700	050
Basic Salaries and Wages								3 504	3 738	253
Pension and UIF Contributions								13	14	15
Medical Aid Contributions Overtime								118	126	134
Performance Bonus								39	41	44
Motor Vehicle Allowance								873	931	991
Cellphone Allowance								76	81	86
Housing Allowances										-
Other benefits and allowances								801	855	910
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								5 423	5 786	2 432
% increase	4								6.7%	(58.0%
Other Municipal Staff								1		
Basic Salaries and Wages								62 074	66 288	74 315
Pension and UIF Contributions								10 964	11 684	12 436
Medical Aid Contributions								3 280	3 494	3 717
Overtime								583	619	656
Performance Bonus								1		
Motor Vehicle Allowance								2 032	2 611	2 785
Cellphone Allowance								15	373	398
Housing Allowances								824	879	934
Other benefits and allowances								2 986	3 195	3 399
Payments in lieu of leave										
Long service awards								55	58	61
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								82 813	89 200	98 702
% increase	4								7.7%	10.79
Total Parent Municipality	l .							95 601	102 849	109 503
% increase Board Members of Entities	4								7.6%	6.59
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime								1		
Performance Bonus								1		
Motor Vehicle Allowance								1		
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4							1		
Other Staff of Entities	"							1		
Basic Salaries and Wages								1		
Pension and UIF Contributions								1		
Medical Aid Contributions								1		
Overtime								1		
Performance Bonus								1		
Motor Vehicle Allowance								1		
Cellphone Allowance								1		
Housing Allowances								1		
Other benefits and allowances								1		
Payments in lieu of leave				1				1		
Long service awards								1		
Post-retirement benefit obligations								1		
Sub Total - Other Staff of Entities										
% increase	4							1		
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								95 601	102 849	109 503
% increase	4								7.6%	6.59
TOTAL MANAGERS AND STAFF	5							88 236	94 987	101 135
				_	_	_	_	_	_	_

Eastern Cape: Joe Gqabi(DC14) - Table SA22 Sum	mary C	ouncillor and	Staff Benefits	for 4th Quarte	r ended 30 Jui	ne 2016		201//17 84- 45-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2010/17 Wediu	m Term Revenue Framework	& Experiorure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	2016/17 G	2017/16 H	2010/19 I
Councillors (Political Office Bearers plus Other)			_	-	_	-		_		·
Basic Salaries and Wages								4 074	4 264	4 473
Pension and UIF Contributions								602	630	661
Medical Aid Contributions Motor Vehicle Allowance								213 1 577	223 1 650	234 1 731
Cellphone Allowance								244	255	268
Housing Allowances								235	246	258
Other benefits and allowances								50	53	55
Sub Total - Councillors								6 995	7 320	7 679
% increase	4								4.6%	4.9%
Senior Managers of the Municipality Basic Salaries and Wages	2							7.0//	7.575	0.022
Pension and UIF Contributions								7 066 415	7 575 445	8 022 471
Medical Aid Contributions								136	145	154
Overtime										
Performance Bonus								589	589	589
Motor Vehicle Allowance								635	681	721
Cellphone Allowance								118	127	134 194
Housing Allowances Other benefits and allowances								194	194	194
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								9 153	9 756	10 285
% increase	4								6.6%	5.4%
Other Municipal Staff Basic Salaries and Wages								142 827	152 935	161 854
Pension and UIF Contributions								19 887	21 290	22 813
Medical Aid Contributions								10 164	10 860	11 486
Overtime								7 625	8 174	8 656
Performance Bonus										
Motor Vehicle Allowance					ĺ			2 640	2 830	2 997
Cellphone Allowance Housing Allowances								1 447 815	1 550 874	1 642 925
Other benefits and allowances								4 132	4 429	4 690
Payments in lieu of leave								1 102	1 127	1070
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								189 536	202 942	215 063
% increase Total Parent Municipality	4							205 684	7.1% 220 018	6.0% 233 027
% increase	4							203 004	7.0%	5.9%
Board Members of Entities	'								7.070	0.770
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages					ĺ					
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					ĺ					
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Modical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances					ĺ					
Other benefits and allowances					ĺ					
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4		L				<u>L</u>		<u></u>	<u>L</u>
Total Municipal Entities		_		_			_			
TOTAL SALARY, ALLOWANCES & BENEFITS	ļ .							205 684	220 018	233 027
% increase TOTAL MANAGERS AND STAFF	5							100 / 00	7.0%	5.9% 225 348
TO THE WANAGERS AND STAFF	5	<u> </u>			I			198 689	212 697	225 348

Eastern Cape: Ngquza Hills(EC153) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Ngquza Hills(EC153) - Table SA22 S	Summar	y Councillor a	nd Staff Benef	its for 4th Qua	arter ended 30	June 2016		004/4714 11	T 5	0.5. 17
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	'	A	В	C	U	E	r	G	н	ı
Basic Salaries and Wages		13 969	14 947	16 917	17 417		17 417	18 549	19 848	21 23
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 969	14 947	16 917	17 417		17 417	18 549	19 848	21 23
% increase	4		7.0%	13.2%	3.0%	(100.0%)		6.5%	7.0%	7.0
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions		73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666
% increase	4		5.0%	15.1%	7.9%	(100.0%)		12.6%	6.0%	6.0
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		87 094	91 728	105 328	112 792		112 792	125 984	133 705	141 903
% increase	4		5.3%	14.8%	7.1%	(100.0%)		11.7%	6.1%	6.19
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime								ĺ		
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances	1									
Housing Allowances Other benefits and allowances								I		
Housing Allowances Other benefits and allowances Payments in lieu of leave					,					
Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities										
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entitles % Increase	4									
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities	4	87 094	91 728	105 328	112 792		112 792	125 984	133 705	141 90
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities	4 4 5	87 094	91 728 5.3%	105 328 14.8%	112 792 7.1%	(100.0%)	112 792	125 984 11.7%	133 705 6.1%	141 903 6.19

Eastern Cape: Port St Johns(EC154) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: Port St Johns(EC154) - Table SA22	Summa	ry Councillor	and Staff Bene	efits for 4th Qu	uarter ended 3	0 June 2016		004/4714 11		. F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
N diodesinas	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	'	A	ь	C	, b	E	r	6	"	'
Basic Salaries and Wages			6 705	7 133	1 544	1 544	1 544	1 652	1 660	1 769
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance			2 182	2 321	2 574	2 574	2 574	2 754	2 947	3 153
Cellphone Allowance			480	510	510	510	510	546	584	625
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors % increase	4		9 367	9 965 6.4%	4 629 (53.6%)	4 629	4 629	4 953 7.0%	5 191 4.8%	5 547 6.99
Senior Managers of the Municipality	2				(=====,					
Basic Salaries and Wages			1 500	1 500	4 968	4 968	4 968	5 316	5 688	6 086
Pension and UIF Contributions			11	11	275	275	275	294	315	337
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance			4 501	4 501	1 181	1 181	1 181	1 264	1 353	1 447
Cellphone Allowance										
Housing Allowances Other benefits and allowances					99 409	99 409	99 409	106 438	114 469	122 501
Payments in lieu of leave					409	409	409	430	409	301
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 012	6 012	6 933	6 933	6 933	7 418	7 937	8 493
% increase Other Municipal Staff	4				15.3%			7.0%	7.0%	7.09
Other Municipal Staff Basic Salaries and Wages			19 516	20 938	23 032	23 032	23 032	42 752	42 383	50 605
Pension and UIF Contributions			5 472	5 871	6 458	6 458	6 458	5 651	5 683	5 716
Medical Aid Contributions			3 444	3 817	4 199	4 199	4 199	4 447	4 612	4 647
Overtime			2 843	3 050	3 356	3 356	3 356	684	688	692
Performance Bonus Motor Vehicle Allowance			760	815	897	897	897			
Cellphone Allowance			700	010	04/	07/	041			
Housing Allowances			200	215	236	236	236			
Other benefits and allowances			203	218	239	239	239	1 958	1 969	1 981
Payments in lieu of leave			99	106	116	116	116			
Long service awards Post-retirement benefit obligations			895	961	1 057	1 057	1 057			
Sub Total - Other Municipal Staff			33 433	35 991	39 590	39 590	39 590	55 490	55 336	63 640
% increase	4			7.6%	10.0%			40.2%	(0.3%)	15.09
Total Parent Municipality			48 812	51 967	51 151	51 151	51 151	67 861	68 464	77 680
% increase	4			6.5%	(1.6%)			32.7%	0.9%	13.5%
Board Members of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance					ĺ					
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions					ĺ					
Medical Aid Contributions										
Overtime Performance Popus										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance					ĺ					
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4					<u> </u>		<u></u>	<u> </u>	
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	٠,		48 812	51 967	51 151	51 151	51 151	67 861	68 464	77 680
% increase TOTAL MANAGERS AND STAFF	5		39 445	6.5% 42 003	(1.6%) 46 523	46 523	46 523	32.7% 62 909	0.9% 63 273	13.59 72 133
TO THE BIRDING RIVE STALL	J	I	J7 440	42 003	40 323	40 323	40 323	02 909	03 213	12 133

Processor Proc	Eastern Cape: Nyandeni(EC155) - Table SA22 Su	ımmary C	ouncillor and	Staff Benefits	for 4th Quarte	r ended 30 Jur	ne 2016		201//17 84-45-	T D	0 F dit
Property	Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu		& Expenditure
A B C D E F C D E F T C D T T T T T T T T T	R thousands					Original Budget					Budget Year
Company Comp		1									
Processor Communes	Councillors (Political Office Bearers plus Other)	'		5	Ü	5	-	·	Ü		
Machael Control Professor Control Professo	_		15 062	15 983	17 014						20 352
March March Schools						173	173	173	186	197	209
Columbian Programme Prog											
March All Andrews 1											
No Final Concludes No Fin	1										
Sections 1	Other benefits and allowances					453	453	453	487	516	547
Section Sect			15 062					18 024			21 107
Mode Selective software 1,370 3,00 1				6.1%	6.4%	2.6%	3.2%		4.2%	6.0%	6.09
200 70 100 100 100 100 100 200		2	3 371	3 720	A 327	18 486	17 019	17 018	g 110	8 606	0 123
Mach and Contractives	-										239
Performance 130 140											
Mary Particle Processor 1,000 1,	Overtime										
Control processing Control process Control						1 438	1 438	1 438	812	861	912
Note 1998			1 326	1 488	1 449						
Content Cont						155	155	155			
Pagent 68 hour Colore											
Post attention toward adaptions	Payments in lieu of leave										
128 53 14 15 15 16 16 16 16 16 16	Long service awards										
Minocesse	_										
Secretary Secr			5 236					22 600			
Basts Salaries and Wagner		4		14.4%	14.4%	∠38.0%	(2.4%)		(39.5%)	6.0%	6.09
Processor and Part Communities			33 307	44 877	48 989	48 614	48 114	48 114	64 413	68 278	72 375
Metal And Combinations	•										15 143
Professional Pro	Medical Aid Contributions		6 900	7 864	6 437	12 330	12 330	12 330	13 864	14 695	15 577
Moor Name Name 1485 4 466 770 300 300 300 400 400 172			3 401	4 804	6 647				4 021	4 263	4 519
Collaboration Numbers 1					7 70-						
Maching Managemen			4 563	4 484	/ /20	3 068	3 068	3 068	4 662	4 942	5 238
1966 37.00 3.44 3.56 3.56 3.56 1.50			2 207	3 116	4 977	2 949	2 949	2 949	3 103	3 290	3 487
555 550 550 580 208	_										
Posi-international cologistions \$ 53.23	Payments in lieu of leave		167	1 251	1 176						
Social Control Municipal Solet	_		545	529	496	328	328	328	185	196	208
Noneman			FF 000	70.045	05.005	20.040	00.040	20.040	400.704	400.040	447.54
Total Potent Municipality		4	55 323					83 349			6.09
Section Sect		7	75 621					123 974			147 927
Back Salins and Ways Performance Brone Micro And Contributions Owntime Performance Brone Make Vehick Researce Celiphon Alexance Celiphon Alexance Celiphon Alexance Celiphon Alexance Celiphon Alexance Other breatils and allowances Other breatile and allowances Other breatils a		4									6.09
\$ Increase	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Basic Salaries and Wayes Person and UIC contributions Medical Ald Contributions Overtime Performance Borus Motor Vehicle Allowance Celiphone Allowances Other benefits and allowances Other benefits and allowances Poss-retirement benefit obligations Sub Total - Serial Managers of Entities % increase Overtime Performance Borus Motor Vehicle Allowance 4 Ober Salf of Entities Basic Salaries and Wayes Person and UIF Contributions Medical Ald Contributions Overtime Performance Borus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefit soligations Sub Total - Other Staff of Entities % increase 4 10 10 10 10 10 10 10 10 10											
Basic Salaries and Wages Persion and UIF Contribution's Medical AIV		4									
% increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Celiphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 131 655 139 554 147 92 % increase 4 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.0%	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
% increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Celiphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 131 655 139 554 147 92 % increase 4 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.0%											
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 123 974 131 655 139 554 147 92 % increase 4 1 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.06	% increase	4									
Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 123 974 131 655 139 554 147 92 % increase 4 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.06	Other Staff of Entities										
Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 131 655 139 554 147 92 % increase 4 2 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.0%	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 14 TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 123 974 131 655 139 554 147 92 % increase 4 2 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.06											
Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 123 974 131 655 139 554 147 92 % increase 4 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.6											
% Increase 4											
TOTAL SALARY, ALLOWANCES & BENEFITS 75 621 95 819 109 164 124 474 123 974 123 974 131 655 139 554 147 92 123 974 123 9		4									
% increase 4 26.7% 13.9% 14.0% (0.4%) 6.2% 6.0% 6.0			75 621	95 810	109 164	124 474	123 974	123 974	131 655	139 554	147 92
		4	.0021					0 ,, 1			6.09
		5	60 559					105 950			126 820

R thousands Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Confributions Medical Aid Contributions Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowance Housing Allowance Housing Allowance Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Modical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowances Dayments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Dost-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Confributions Medical Aid Contributions	1 4 2	2012/13 Audited Outcome A 9 589 69 659 2 999 13 316 2 778 482 556 107 94	2013/14 Audited Outcome B 8 693 16 89 2 983 1 082 55 12 918 (3.0%) 3 937 604	2014/15 Audited Outcome C 10 820 60 68 2 888 1 298 139 15 273 18.2% 4 073 281	Ci Original Budget D 14 682 3 670 1 181 19 533 27.9% 3 889 49	Adjusted Budget E 11 000 147 3 667 1 272 768 16 854 (13.7%) 3 889 49	Full Year Forecast F 11 000 147 3 667 1 272 768 16 854	Budget Year 2016/17 G 11 826 1 3 942 1 368 156 17 293 2.6% 3 789	m Term Revenue Framework Budget Vear 2017/18 H 12 559 1 4 186 1 453 166 18 365 6.2%	Budget Year 2018/19 I 13 300 1 4 433 1 538 176 19 448 5.9%
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Housing Allowance Cellphone Allowance Housing Allowance Ung service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus	4 2	Outcome A 9 589 69 659 2 999 13 316 2 778 482 556 107	Outcome 8 8 693 16 89 2 983 1 082 55 12 918 (3.0%) 3 937 604	Outcome C 10 820 60 68 2 888 1 298 139 15 273 18.2% 4 073 281	14 682 3 670 1 181 19 533 27.9% 3 889	Budget E 11 000 147 3 667 1 272 768 16 854 (13.7%) 3 889	Forecast F 11 000 147 3 667 1 272 768 16 854	2016/17 G 11 826 1 3 942 1 368 156 17 293 2.6%	2017/18 H 12 559 1 4 186 1 453 166 18 365 6.2%	2018/19 I 13 300 1 4 433 1 538 176 19 448
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions	4 2	A 9 589 69 659 2 999 13 316 482 556 107	8 693 16 899 2 983 1 082 55 12 918 (3.0%) 3 937 604	C 10 820 60 68 2 888 1 298 139 15 273 18.2% 4 073 281	14 682 3 670 1 181 19 533 27.9% 3 889	E 11 000 147 3 667 1 272 768 16 854 (13.7%) 3 889	F 11 000 147 3 667 1 272 768 16 854	11 826 1 3 942 1 368 156 17 293 2.6%	H 12 559 1 4 186 1 453 166 18 365 6.2%	1 13 300 1 4 433 1 538 176 19 448
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions	4 2	9 589 69 659 2 999 13 316 2 778 482 556	8 693 16 89 2 983 1 082 55 12 918 (3.0%) 3 937 604	10 820 60 68 2 888 1 298 139 15 273 18.2% 4 073 281	14 682 3 670 1 181 19 533 27.9% 3 889	11 000 147 3 667 1 272 768 16 854 (13.7%)	11 000 147 3 667 1 272 768 16 854	11 826 1 3 942 1 368 156 17 293 2.6%	12 559 1 4 186 1 453 166 18 365 6.2%	1 4 433 1 538 176 19 448
Pension and UIF Contributions Medical Aid Contributions Motor Vehicle Allowance Celiphone Allowances Other benefits and allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowance Housing Allowances Other benefits and allowance Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus	2	69 659 2 999 13 316 2 778 482 556	16 89 2 983 1 082 55 12 918 (3.0%) 3 937 604	60 68 2 888 1 298 139 15 273 18.2% 4 073 281	3 670 1 181 19 533 27.9% 3 889	147 3 667 1 272 768 16 854 (13.7%) 3 889	147 3 667 1 272 768 16 854	1 3 942 1 368 156 17 293 2.6%	1 4 186 1 453 166 18 365 6.2%	1 4 433 1 538 176 19 448
Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowance Collphone Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Other Municipal Staff % increase Other Deservice awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions	2	2 999 13 316 2 778 482 556	89 2 983 1 082 55 12 918 (3.0%) 3 937 604	68 2 888 1 298 139 15 273 18.2% 4 073 281	1 181 19 533 27.9% 3 889	3 667 1 272 768 16 854 (13.7%)	3 667 1 272 768 16 854	3 942 1 368 156 17 293 2.6%	4 186 1 453 166 18 365 6.2%	4 433 1 538 176 19 448
Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Dither Deservice awards Doservice awards Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Co	2	2 999 13 316 2 778 482 556	2 983 1 082 55 12 918 (3.0%) 3 937 604	2 888 1 298 139 15 273 18.2% 4 073 281	1 181 19 533 27.9% 3 889	768 16 854 (13.7%) 3 889	768 16 854 3 889	1 368 156 17 293 2.6%	1 453 166 18 365 6.2%	1 538 176 19 448
Cellphone Allowance Housing Allowances Other benefits and allowances Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Molor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other Municipal Staff Basic Salaries and Wages Payments in lieu of leave Long service awards Sub Total - Other Municipal Staff % increase Dayments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions	2	2 999 13 316 2 778 482 556	1 082 55 12 918 (3.0%) 3 937 604	1 298 139 15 273 18.2% 4 073 281	1 181 19 533 27.9% 3 889	768 16 854 (13.7%) 3 889	768 16 854 3 889	1 368 156 17 293 2.6%	1 453 166 18 365 6.2%	1 538 176 19 448
Other benefits and allowances Sub Total - Councillors % Increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Housing Allowances Housing Allowances In ilieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % Increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % Increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions	2	13 316 2 778 482 556	12 918 (3.0%) 3 937 604 803 125	15 273 18.2% 4 073 281	27.9% 3 889	16 854 (13.7%) 3 889	16 854 3 889	17 293 2.6%	18 365 6.2%	19 448
Sub Total - Councillors % increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus	2	13 316 2 778 482 556	12 918 (3.0%) 3 937 604 803 125	15 273 18.2% 4 073 281	27.9% 3 889	16 854 (13.7%) 3 889	16 854 3 889	17 293 2.6%	18 365 6.2%	19 448
% increase Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Dost-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Power Aid Services Performance Bonus	2	2 778 482 556	(3.0%) 3 937 604 803 125	18.2% 4 073 281	27.9% 3 889	(13.7%) 3 889	3 889	2.6%	6.2%	
Senior Managers of the Municipality Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions	2	482 556 107	3 937 604 803 125	4 073 281	3 889	3 889				3.77
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowance Housing Allowances Other benefits and allowance Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions	4	482 556 107	803 125	281				3 789		
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Performance Bonus	4	556 107	803 125		49	49			4 024	4 262
Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions	4	556 107	125				49	18	19	20
Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Performance Bonus	4	107	125							1
Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus	4	107	125							1
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Performance Bonus	4			892	1 507	1 507	1 507	1 507	1 600	1 695
Other benefits and allowances Payments in lieu of leave Long service awards Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Performance Bonus	4		44	14						1
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus	4	94		243	773	773	773	773	821	869
Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus	4		186 114					130	138	147
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality % increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus	4									1
% increase Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus	4									1
Other Municipal Staff Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus	4	4 018	5 835	5 503	6 218	6 218	6 218	6 217	6 603	6 992
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus			45.2%	(5.7%)	13.0%				6.2%	5.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % Increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus		24 249	28 604	36 129	39 155	42 619	42 619	44 937	46 826	48 206
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		4 140	4 117	5 030	7 000	7 204	7 204	7 784	8 473	9 289
Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UF Contributions Medical Aid Contributions Overtime Performance Bonus		2 784	4 211	4 409	8 988	5 064	5 064	5 307	5 794	6 381
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		1 544	2 063	2 273						1
Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		5 118	4 471	5 276	6 535	6 388	6 388	7 096	7 887	8 893
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		3110	554	647	869	883	883	951	1 048	1 168
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		1 736	2 037	2 004	2 328	2 487	2 487	2 732	2 942	3 178
Long service awards Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		6 875	4 468	3 686	5 197	8 397	8 397	7 861	8 451	9 109
Post-retirement benefit obligations Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus		423	1 578	2 235	3 710	3 710	3 710	4 281	4 546	4 814
Sub Total - Other Municipal Staff % increase Total Parent Municipality % increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contibutions Medical Aid Contibutions Overtime Performance Bonus		420	224	318						1
Total Parent Municipality % Increase Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Id Contributions Overtime Performance Bonus		47 289	52 327	62 009	73 782	76 752	76 752	80 948	85 966	91 038
% increase Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus	4		10.7%	18.5%	19.0%	4.0%		5.5%	6.2%	5.99
Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus	4	64 623	71 080 10.0%	82 784 16.5%	99 533 20.2%	99 824 0.3%	99 824	104 458 4.6%	110 934 6.2%	117 479 5.99
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance	4									
Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards	4									
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									İ
Total Municipal Entities	7		_				_			
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	7		71 080	82 784	99 533	00.004				
TOTAL MANAGERS AND STAFF	4	64 623	10.0%	16.5%	20.2%	99 824 0.3%	99 824	104 458 4.6%	110 934 6.2%	117 479 5.9%

Eastern Cape: King Sabata Dalindyebo(EC157) - T	able SA	22 Summary (Councillor and	Staff Benefits	for 4th Quarte	er ended 30 Ju	ıne 2016			
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	urrent year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19
Councillors (Political Office Bearers plus Other)			b	Ü	, ,	_		, o		,
Basic Salaries and Wages		12 719	13 279	15 515	16 198	16 847	16 847	17 341	18 382	19 485
Pension and UIF Contributions Medical Aid Contributions		96						83	88	93
Motor Vehicle Allowance		(183) 3 978	4 187	4 588	4 790	4 790	4 790	5 430	5 756	6 102
Cellphone Allowance		911	1 585	1 073	1 120	1 120	1 120	1 817	1 926	2 041
Housing Allowances				150	157	157	157	103	110	116
Other benefits and allowances		17 501	10.053	210	219	219	219 23 133	116	123	27 837
Sub Total - Councillors % increase	4	17 521	19 052 8.7%	21 536 13.0%	22 483 4.4%	23 133 2.9%	23 133	24 890 7.6%	26 384 6.0%	5.59
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 367	16 092	9 933	10 370	10 370	10 370	11 158	11 827	12 537
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality	1.	4 367	16 092	9 933	10 370	10 370	10 370	11 158	11 827	12 537
% increase Other Municipal Staff	4		268.5%	(38.3%)	4.4%			7.6%	6.0%	6.09
Other Municipal Staff Basic Salaries and Wages		136 981	158 245	191 666	195 755	187 671	187 671	214 804	227 693	241 355
Pension and UIF Contributions		19 626	24 055	27 808	29 719	28 918	28 918	32 838	34 808	36 896
Medical Aid Contributions		16 506	16 325	19 724	21 262	22 409	22 409	24 739	26 223	27 797
Overtime		10 866	8 896	13 796	12 314	10 497	10 497	14 368	15 230	16 144
Performance Bonus Motor Vehicle Allowance		9 544 9 518	413 5 949	117 8 106	174 9 216	90 8 337	90 8 337	181 10 683	192 11 324	203 12 004
Cellphone Allowance		9518	5 949 492	678	750	734	734	915	969	12 004
Housing Allowances		12 565	13 414	16 656	17 519	17 594	17 594	19 746	20 931	22 186
Other benefits and allowances		18 724	17 095	21 237	27 122	26 112	26 112	32 338	34 278	36 335
Payments in lieu of leave		1 205	10 456	11 694	12 327	12 162	12 162	14 664	15 544	16 476
Long service awards		4 050	3 849	5 104	5 382	5 403	5 403	6 048	6 411	6 796
Post-retirement benefit obligations Sub Total - Other Municipal Staff		4 431 244 016	464 259 652	495 317 081	331 540	319 928	319 928	371 323	393 603	417 219
% increase	4	244 010	6.4%	22.1%	4.6%	(3.5%)	317 720	16.1%	6.0%	6.09
Total Parent Municipality		265 904	294 796	348 550	364 393	353 431	353 431	407 372	431 814	457 593
% increase	4		10.9%	18.2%	4.5%	(3.0%)		15.3%	6.0%	6.09
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities				<u> </u>						
% increase Other Staff of Entities	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total Other Staff of Entities										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities	+ -									
TOTAL SALARY, ALLOWANCES & BENEFITS		265 904	294 796	348 550	364 393	353 431	353 431	407 372	431 814	457 593
% increase	4		10.9%	18.2%	4.5%	(3.0%)		15.3%	6.0%	6.09
TOTAL MANAGERS AND STAFF	5	248 383	275 744	327 014	341 910	330 298	330 298	382 481	405 430	429 756

Eastern Cape: O.R. Tambo(DC15) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Eastern Cape: O .R. Tambo(DC15) - Table SA22 Su	ımmary	Councillor an	d Staff Benefit	s for 4th Quar	ter ended 30 J	une 2016		004/4714 11		. F. III
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	С	urrent year 2015/1	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
T thousands	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)	1	A	В	C	U	E	F	G	н	'
Basic Salaries and Wages		13 906	8 953		12 685	12 444	12 444	13 440	14 448	15 532
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 350		4 036	4 953	4 953	5 349	5 750	6 182
Cellphone Allowance Housing Allowances			527		998	501	501	541	581	625
Other benefits and allowances										
Sub Total - Councillors		13 906	11 829		17 720	17 898	17 898	19 330	20 780	22 338
% increase	4		(14.9%)	(100.0%)		1.0%		8.0%	7.5%	7.59
Senior Managers of the Municipality	2									
Basic Salaries and Wages		16 178	9 137		16 774	14 710	14 710	16 785	18 044	19 397
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance		5 780	1 329		1 043	1 279	1 279	966	1 038	1 116
Cellphone Allowance			318		395	336	336	395	425	457
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		21.050	10 702		10.212	1/ 225	1/ 225	10.14/	10.507	20.07/
Sub Total - Senior Managers of Municipality % increase	4	21 958	10 783 (50.9%)	(100.0%)	18 212	16 325 (10.4%)	16 325	18 146 11.2%	19 507 7.5%	20 970 7.59
% increase Other Municipal Staff	"		(37.70)	(100.0%)		(10.4%)		11.2%	1.3%	1.37
Basic Salaries and Wages	1	128 533	210 366	263 954	247 180	271 215	271 215	274 147	294 472	316 419
Pension and UIF Contributions	1	27 225	33 138	26 611	26 611	24 689	24 689	26 527	28 388	30 493
Medical Aid Contributions	1		7 475	11 689	11 689	11 069	11 069	11 931	12 560	13 489
Overtime	1	8 173	11 089	7 710	7 710	8 210	8 210	8 210	8 818	9 472
Performance Bonus	1	_		_						
Motor Vehicle Allowance		30 597	10 778	12 179	11 136	16 964	16 964	13 381	12 549	13 486
Cellphone Allowance Housing Allowances		7 975	645 9 111	877 10 568	482 10 568	1 017 9 844	1 017 9 844	514 10 606	959 11 367	1 030 12 209
Other benefits and allowances		1913	5 204	3 303	3 303	4 752	4 752	4 861	5 138	5 522
Payments in lieu of leave		7 135	4 288	0 000	0.000	1702	1702	1001	0 100	0 022
Long service awards				349	349	349	349	349	375	404
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		209 637	292 094	337 240	319 028	348 110	348 110	350 526	374 627	402 524
% increase	4		39.3%	15.5%	(5.4%)	9.1%		0.7%	6.9%	7.49
Total Parent Municipality % increase	4	245 501	314 706 28.2%	337 240 7.2%	354 959 5.3%	382 333 7.7%	382 333	388 003 1.5%	414 914	445 832 7.59
Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities		361	330		500			700	720	750 750
% increase	4	301	(8.6%)	(100.0%)		(100.0%)		700	2.9%	4.29
Senior Managers of Entities	1		(0.070)	(.50.070)		(.50.070)			2.770	
Basic Salaries and Wages	1	4 391	4 715		5 373			5 363	5 738	6 140
Pension and UIF Contributions	1	485	501		571			660	706	756
Medical Aid Contributions	1									
Overtime Performance Bonus	1									
Motor Vehicle Allowance	1	648	633		721			638	682	730
Cellphone Allowance	1	040	000		121			189	202	216
Housing Allowances	1									
Other benefits and allowances	1							59	63	68
Payments in lieu of leave	1		565		644					
Long service awards	1									
Post-retirement benefit obligations	1									
Sub Total - Senior Managers of Entities		5 524	6 415	(100.00)	7 310	(100.000)		6 908	7 392	7 909
% increase Other Staff of Entities	4		16.1%	(100.0%)		(100.0%)			7.0%	7.09
Basic Salaries and Wages	1	10 431	9 587		9 887			14 326	15 286	16 362
Pension and UIF Contributions	1	1 524	1 923		2 191			1 648	1 763	1 887
Medical Aid Contributions	1									
Overtime	1									
Performance Bonus	1				200					
Motor Vehicle Allowance	1	3 169	2 558		3 817			1 821	1 949	2 085
Cellphone Allowance Housing Allowances	1							622	666	712
Other benefits and allowances	1	1 228	258					763	817	874
Payments in lieu of leave	1	9	246		586			,,,,	017	075
Long service awards	1									
Post-retirement benefit obligations	1									
Sub Total - Other Staff of Entities	1	16 362	14 571	_	16 681			19 181	20 481	21 920
% increase Total Municipal Entities	4	20.040	(10.9%)	(100.0%)	24 404	(100.0%)		2/ 702	6.8%	7.09
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	1	22 248 267 749	21 316 336 022	337 240	24 491 379 450	382 333	382 333	26 789 414 792	28 592 443 507	30 579 476 411
% increase	4		25.5%	0.4%	12.5%	0.8%		8.5%	6.9%	7.49
TOTAL MANAGERS AND STAFF	5	253 482	323 863	337 240	361 231	364 435	364 435	394 762	422 007	453 323

Eastern Cape: Matatiele(EC441) - Table SA22 Sum	mary C	ouncillor and S	Staff Benefits f	or 4th Quarter	ended 30 Jur	ne 2016				
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2016/17 G	2017/18 H	2018/19 I
Councillors (Political Office Bearers plus Other)		,,	J	Ü	J	_				
Basic Salaries and Wages		9 095	9 743	10 479	10 464	10 754	10 754	11 478	12 052	12 052
Pension and UIF Contributions		344	319	331	337	337	337	515	541	541
Medical Aid Contributions Motor Vehicle Allowance		329 901	301 800	351 855	122 876	422 876	422 876	119 1 333	125 1 399	125 1 399
Cellphone Allowance		689	1 069	1 068	1 149	1 149	1 149	1 174	1 233	1 233
Housing Allowances		2 541	2 574	2 854	2 942	2 942	2 942	4 063	4 266	4 266
Other benefits and allowances										
Sub Total - Councillors % increase	4	13 900	14 807 6.5%	15 937 7.6%	15 891 (0.3%)	16 481 3.7%	16 481	18 682 13.4%	19 616 5.0%	19 616
Senior Managers of the Municipality	2		0.570	7.070	(0.570)	3.770		13.470	3.070	
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff		40.05/	54.040	F7 700	74 000	// /00		40.000	74 007	7/ 70
Basic Salaries and Wages Pension and UIF Contributions		42 356 4 346	51 262 5 331	57 700 6 684	71 293 8 148	66 693 8 298	66 693 8 298	68 903 9 847	71 907 10 329	76 725 11 152
Medical Aid Contributions Medical Aid Contributions		1 899	1 504	1 885	4 533	8 298 4 533	8 298 4 533	3 259	3 433	3 705
Overtime		1 478	2 054	1 566	935	2 015	2 015	1 485	1 597	1 724
Performance Bonus				68						
Motor Vehicle Allowance		2 043	2 727	3 084	2 923	2 991	2 991	2 845	2 886	3 108
Cellphone Allowance Housing Allowances		803	1 015	1 397	2 657	2 257	2 257	2 063	3 022	4 919
Other benefits and allowances		3 161	2 554	3 084	6 221	5 904	5 904	6 275	6 598	7 099
Payments in lieu of leave		1 145	2 152	402	1 200	1 200	1 200	2 000	2 100	2 205
Long service awards										
Post-retirement benefit obligations		164	516	1 557	6 410	3 160	3 160	4 250	4 463	4 686
Sub Total - Other Municipal Staff % increase	4	57 395	69 115 20.4%	77 426 12.0%	104 321 34.7%	97 051 (7.0%)	97 051	100 927 4.0%	106 335 5.4%	115 322 8.59
Total Parent Municipality	-	71 295	83 921	93 363	120 212	113 532	113 532	119 608	125 951	134 938
% increase	4		17.7%	11.3%	28.8%	(5.6%)		5.4%	5.3%	7.19
Basic Salaries and Wages Pension and UIF Contributions Medical Id Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Basic Salaries and wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	71 295	83 921 17.7%	93 363 11.3%	120 212 28.8%	113 532 (5.6%)	113 532	119 608 5.4%	125 951 5.3%	134 938 7.19
TOTAL MANAGERS AND STAFF	5	57 395	69 115	77 426	104 321	97 051	97 051	100 927	106 335	115 322
				-						

Summy of Company of Company of Company Company of C	Eastern Cape: Umzimvubu(EC442) - Table SA22 Si								2016/17 Mediu	m Term Revenue	& Expenditure
Security Property	Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	I			Framework	ı
Company Comp	R thousands					Original Budget					Budget Year 2018/19
Section of the Control of the Cont		1				D					1
Separate	•										
Section Confession	=		13 220								9 024
Company Comp											504
	Motor Vehicle Allowance				3 375	3 588	3 588	3 588	3 860	4 084	4 32
Decision de la placemente 1					2 427	2 501	2.501	2.501	2 707	2.040	2.120
See Feel Concludes	-										3 120 2 609
Source Interestant of Microscopy 2 2 2 3 80 3 5 3 5 5 3 6 5 5 5 5 5 5 5 5 5			13 220								20 970
Back Software 1970/1979 1970 19				4.7%	20.0%	4.7%			7.6%	5.8%	5.89
Section Company Comp		2	2.740	2 004	4 220	2.404	2 404	2.404	2742	2.000	4 21
Mode Aff Combustions	•										629
Determinate States											155
Mary February Mary September 100 1											
Cold Process 1											860
Securing Management Security Advances Security Security Advances Security Security Advances Security Security Advances Security			113	980	999	1 062	1 062	1 062	1 143	1 209	1 279
Page-1985 No of Value			537	837	691	735	735	735	790	836	885
Jung New Complete	Other benefits and allowances		292	264	348	370	370	370	398	421	446
Section Sect					299	318	318	318	342	362	383
Sac Folds - Same Managen of Manicipatity Kincrease											
Secretaries			4 869	6 696	7 850	7 344	7 344	7 344	7 903	8 361	8 846
Table States and Virgina 2 (40) 24 (20)		4					, , , ,	, , , ,			
Inching and UTF Contributions											
Model and Controllations 2-48 2-69 6-53 6-57 6-57 7-725											38 229
Doctormore											4 268 7 698
Deformer Bonce 157 478 1279 1270 1270 2702 2702 2703 2605 3607 2707 2702 2702 2703 2605 3607 2707 2708			2 428	2 001	0 703	0 241	0 341	0 341	00//	1 210	/ 098
140 124 2 106 2 206 2 206 2 207 2 215			457	478	1 297						
1490 1240 2760 2780			2 870		2 617	2 782	2 782	2 782	2 993	3 167	3 35
2799 3-07 2-15			1110		24/0	2.201	3.301	2.201	0.474	9.741	2 765
Popumers in list of large 199 233 270 292 293 293 423 448	-										2 700
231 55 186 150 150 171 151 150 150 171 151 150 150 150 171 151 150 150 150 171 151 150											474
33 PP 37 PR 37 P	Long service awards		231	55	185	159	159	159	171	181	191
Sincresse											
Total Prevent Municipality In Processes 4 1 10.2% 143.7% (15.6%) 79.95 74.317 80.136 84.784 Norther Manageria Manageria Manageria Processes 4 10.2% 143.7% (15.6%) 79.95 74.317 80.136 84.784 Select Solario and USF Contributions Multical Ald Contributions Other benefits and alexancies Colliphora Alboratics Other benefits and alexancies Soworl Fuses Frygments in lieu of leave Frygments in leave of leave Frygments		_	34 976				46 199				59 885 5.89
Service Managers of Entities Stasic Statistics and Wages Personand HEI Contributions Medical Add Contributions Medical Add Contributions Medical Add Contributions Medical Add Contributions Motor Working Allowances (Long service awards Personand HEI Contributions Sour Total - Hourt Members of Entities San Total - Hourt Members of Entities San Total - Hourt Members of Entities San Total - Hourt Members of Entities Medical Add Contributions Overtime Personand HEI Contributions Medical Add Contributions Overtime Addical Add Contributions Office Intelligence San Total - San Total		4	53 065				70 955				89 701
Basic Statistics and Wagos Perceion and UIE Contributions Modard Add Contributions Overtime Performance Borus Modar Vehicle Novemore Collephone Allowance Horizon Allowance Horizon and UIE Contributions Overtime Person and UIE Contributions Overtime Person and UIE Contributions Allowance Basic Statistics and Wagos Person and UIE Contributions Overtime Performance Borus Modard Add Contributions Overtime Performance Borus Horizon and UIE Contributions Overtime Performance Borus Horizon and UIE Contributions Poss-selement benefit adaptations Solt Total -Bord Graduages of Entities A solic Manages of Entities A solic Manages of Entities Basic Statistics and Wagos Person and UIE Contributions Overtime Performance Borus Horizon and Allowances Colliphone Allowance Colliphone Allowances Overtime Preside and UIE Contributions Modard Wehick Allowances Overtime Preside and UIE Contributions Modard Wehick Allowances Overtime Overtime Performance Borus Modard Wehick Allowances Overtime Overtime Overtime Performance Borus Modard Wehick Allowances Overtime Overtime Overtime Overtime Overtime Performance Borus Modard Wehick Allowances Overtime		4									
Sub Total - Board Members of Entities % increase 4 Signic Managers of Entities Basic Stainters and Wages Pension and UIF Contributions Overtime Performance Bonus Motor Vehicle Allowance Coliptione Allowance Other benefits and allowances Other benefits and allowances Other benefits and allowances Other benefits and allowances Post-retirement benefit colligations Sub Total - Senior Managers of Entities % increase Basic Stainters and Wages Pension and UIF Contributions Medical AIC Contributions Medical AIC Contributions Medical AIC Contributions Other benefits and allowance Housing Allowance Colphone Allowance Colphone Allowance Housing Allowances Other benefits and allowances Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 5, so Total - Other Staff of Entities % increase 4 Total Municipal Entities 5, so Total - Other Staff of Entities % increase 4 Total Municipal Entities 5, so Total - Other Staff of Entities % increase 4 Total Municipal Entities 5, so Total - Other Staff of Entities 6, so Total - Other Staff of Entities 7, so Total - Other Staff of Entities 7, so Total - Other - O	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Senior Managers of Entities Basic Salaries and Wages Persiona and UE Contributions Medical Aid Contributions More Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in feu of leave Long service wards Post-retiement benefit obligations White Total Municipal Entities 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Other therefits and allowances Housing Allowances Other benefits and allowances Performance Bonus Motor Vehicle Allowance Housing Allowances Other therefits and allowances Payments in led of leave Long service awards Sou Total - Other Staff of Entities 4 Total Municipal Entities Sou Total - Other Staff of Entities Sou Total - Ot											
Basic Salaries and Wileys Persiston and UIF Contributions Medical Ald Contributions Overtime Performance Bonus Motor Vehiclé-Allowance Celiphone Allowance Celiphone Allowances Payments in fieu of leave Long service awards Post-retirement Penefficializations Sub Total - Senior Managers of Entities # % increase # 4 # Other Shaff of Entities Basic Salaries and Wages Persiston and UIF Contributions Overtime Performance Bonus Motor Vehiclé-Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowances Phousing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement penefit obligations Sub Total - Senior Managers of Entities # A Contributions Overtime Performance Bonus Motor Vehiclé-Allowance Celiphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement penefit obligations Sub Total - Other Staff of Entities # A Contal Municipal Entities # A Contal Munic	% increase	4									
Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 53 065 58 492 88 426 70 955 70 955 74 317 80 136 88 784	Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
% increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities Total Municipal Entities 5 30 65 58 492 8 4026 70 955 70 955 74 317 80 136 84 784											
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Husing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 8 4 026 70 955 70 955 74 317 80 136 8 4 784	% increase	4									
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 88 426 70 955 70 955 74 317 80 136 88 784											
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 88 4026 70 955 70 955 74 317 80 136 88 4784	Pension and UIF Contributions Medical Aid Contributions										
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 84 026 70 955 70 955 77 955 74 317 80 136 84 784											
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 84 026 70 955 70 955 70 955 74 317 80 136 84 784											
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 84 026 70 955 70 955 74 317 80 136 84 784	-										
Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 84 026 70 955 70 955 74 317 80 136 84 784											
Post-retirement benefit obligations	-										
% increase 4 Total Municipal Entities 53 065 TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 84 026 70 955 70 955 70 955 74 317 80 136 84 784	Post-retirement benefit obligations										
TOTAL SALARY, ALLOWANCES & BENEFITS 53 065 58 492 84 026 70 955 70 955 74 317 80 136 84 784	% increase	4									
	•	\vdash	53.065	58 492	84 026	70 955	70 955	74 317	80 134	84 784	89 70°
(10.079) 1.70 7.00 3.00	% increase	4	55 003	10.2%	43.7%	(15.6%)	.5 /55	4.7%	7.8%	5.8%	5.89
TOTAL MANAGERS AND STAFF 5 39 845 44 644 67 403 53 544 53 544 56 906 61 402 64 963	TOTAL MANAGERS AND STAFF	5	39 845	44 644	67 403	53 544	53 544	56 906	61 402	64 963	68 731

Eastern Cape: Mbizana(EC443) - Table SA22 Sumr	nary Co	Juncinor and S	Mair Deficites it	JI 4III Qualici	l cilueu 30 Juli	C 2010		004/4714	- n	
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	C	Current year 2015/	16	2016/17 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	В	С	D	E	F	G	Н	1
Councillors (Political Office Bearers plus Other)		10.244	11 157	11.047	12 104	12 104	11 024	14.046	15.057	14 004
Basic Salaries and Wages Pension and UIF Contributions		10 244	11 157	11 967	13 186	13 186	11 836	14 046	15 057	16 096
Medical Aid Contributions										
Motor Vehicle Allowance		2 977	3 448	3 839	4 095	4 095	4 250	6 424	6 887	7 362
Cellphone Allowance Housing Allowances		757	899	1 323	1 438	1 438	1 321	1 426	1 529	1 634
Other benefits and allowances		1 059	834	767	818	818	1 448	1 289	1 382	1 478
Sub Total - Councillors		15 037	16 338	17 895	19 537	19 537	18 856	23 186	24 855	26 570
% increase	4		8.7%	9.5%	9.2%		(3.5%)	23.0%	7.2%	6.99
Senior Managers of the Municipality Basic Salaries and Wages	2	7 813	3 392	4 248	3 983	3 983	3 983	4 262	4 526	4 793
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance		762	528							
Cellphone Allowance					177	177	177	190	202	213
Housing Allowances										
Other benefits and allowances Payments in lieu of leave				2 184	2 041	2 041	2 041	2 184	2 319	2 456
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 575	3 921	6 432	6 201	6 201	6 201	6 635	7 047	7 462
% increase Other Municipal Staff	4		(54.3%)	64.0%	(3.6%)			7.0%	6.2%	5.99
Basic Salaries and Wages		26 802	34 452	33 640	51 268	45 741	44 312	52 108	55 902	59 805
Pension and UIF Contributions		1 959	2 712	3 402	4 653	5 314	4 408	6 032	6 466	6 912
Medical Aid Contributions		1 238	1 366	2 572	2 817	3 410	3 141	3 858	4 136	4 422
Overtime Performance Bonus		276	455	388	518	675	423	761	815	572
Motor Vehicle Allowance		640	2 208	4 407	5 336	6 720	6 038	7 534	8 076	8 633
Cellphone Allowance		256	410	530	615	554	467	630	677	721
Housing Allowances		791	1 564	2 132	3 150	2 819	2 394	3 131	3 357	3 589
Other benefits and allowances Payments in lieu of leave		3 837	4 203	6 087	5 209	6 406	3 727	7 154	7 691	8 550
Long service awards		206								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff	١.	36 004	47 369	53 157	73 567	71 640	64 911	81 208	87 121	93 203
% increase Total Parent Municipality	4	59 615	31.6% 67 628	12.2% 77 485	38.4% 99 306	(2.6%) 97 379	(9.4%) 89 967	25.1% 111 029	7.3% 119 023	7.09 127 235
% increase	4	5. 5. 5	13.4%	14.6%		(1.9%)	(7.6%)	23.4%	7.2%	6.99
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	1	59 615	67 628	77 485	99 306	97 379	89 967	111 029	119 023	127 235
% increase	4	23 012	13.4%	14.6%			(7.6%)	23.4%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	44 578	51 290	59 589	79 768	77 841	71 112	87 843	94 168	100 665

American Company of Control Processing 1	Eastern Cape: Ntabankulu(EC444) - Table SA22 Su	u(EC444) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016							2016/17 Modium Torm Dovoros & Foresta			
Propose Prop	Summary of Employee and Councillor Remuneration	d Councillor Remuneration			16	1 1						
A B C C C C C C C C C C C C C C C C C C	R thousands					Original Budget					Budget Year 2018/19	
BASE STATES AND PROPERTY OF THE PROPERTY OF		1				D						
Processor Communes			7.402	E 007	0.240	E 720		E 720	4 175	4 420	7 077	
Manuscrip 1			7 402		0 349						1 086	
Control Cont	Medical Aid Contributions			270		347		347	381	408	436	
March Anderson Total Tot											2 636	
20 20 20 20 20 20 20 20	1			489						554	592	
Second Process and Personal Confessor 1998 19	-		712	47	814					223	238	
The part			8 114					11 292			12 065	
Base States of Wingson Charles and Charles of Wingson Charles and Wingson Charle		1 1		17.7%	(4.0%)	23.2%	(100.0%)		(5.3%)	5.6%	6.99	
Parametrial Contribution	Table	2									1	
Designate Performance Pe	-										1	
Performance Control Performance Contro											1	
Mark Process California Pr											l	
Note Section Pages Pag											1	
Date browning and policy of the property of the order of application of the property of the order of application of the property of a policy of a po	Cellphone Allowance										1	
Pagent 6 his of clane	-										1	
Language in the state of stagement Set Transfer in the stagement of stagement o											l	
Set Total - Service Memory of Manageneys 4											l	
Minocasian	Post-retirement benefit obligations											
The Management of Communication											l	
Process and State and Wages		4									1	
268			19 064	19 064	26 224	29 965	(955)	29 010	32 548	35 038	37 981	
Doelfrie Marter Velorie Minerce Marter Velori	Pension and UIF Contributions		2 649	2 649	3 383	3 802	(70)	3 732	4 109	4 507	4 506	
Professional Pro			1 262	1 262	1 952	2 110	(44)	2 065	2 274	2 495	2 704	
1 1 2 2 2 2 2 18 3 3 3 2 3 2 3 3 3 4 3 3 3 3 3 3											ĺ	
1646 1646 2700 2402 330 2492 2707 2707 2707 320 32			1 828	1 828	2 892	2 138	1 063	3 201	3 524	3 866	4 191	
1988 1988 1988 2881 4985 3.60 4.00	1										5 295	
Pagements Noted States	-						(33)				3 220	
Long surviva marchs			1 928		2 883	4 935		3 649	4 018	4 408	56//	
29-131 29-193 29-194 6-196 6-196 6-196 6-196 6-196 6-196 6-196 6-196 7	-			000							1	
Nonemane												
Total Power Manipolity 38-545 38-479 48-642 57-200 5-91 55-860 60-386 65-116 75-66 75-8			28 431								63 573	
Section Sect		4	36 545								75 639	
Back Saffies and Wayse Persison and UC Contributions Ownitine Performance Brone Make Vehicle Monance Celiphone Albaeroce Other bonells and albaeroces Payments in law of large Payments in law of large Payments in law of large Other bonells and albaeroces Other bonells and albae	• •	4									16.29	
Personal out III Contributions Motion Ald Contributions Motion Vehicle Allocanics Culphane Allocanics Culphane Allocanics Other benells and allocanics Other benells and allocanics Thousand Allocanics Other benells and allocanics Post effects Sincrease 4 Sincrease 4 Select Face Sincrease 4 Select Face Sincrease 4 Select Face Sincrease Sincreas	Board Members of Entities										l	
Metical Ad Continuations Overtime Performance Brows Mater Vehicle Abonance Colphone Allowance Housing Abonances Board Fees Programs and allowances Board Fees Post-elemental brown fees Subt Total - Solar Managers of Entities Sub Total - Solar Continuation Overtime Performance Brows Metical AC Continuation Overtime Other Solar of Entities Sub Total - Solar Managers of Entities Other Solar of Entities Other Solar of Entities Sub Total - Solar of Entities Other Solar of Entities Sub Total - Solar of Entities Sub To	-										l	
Overtime Performance Brones Motor Verkick Alkanacce Colighton Alka											l	
Motor Verbick Allerance Coliption Allerance Coliption Relations Control Foreits and allerances Other benefits and allerances Post-entirement benefit deligations Sub-Total - Board tensor of Entities Basic Staintes and Wages Person and Wages Relation and UIF Contributions Moder Verbick Allerances Coliption Allerances Under benefits and allerances Payments in less of leave Lucia service amounts Payments in less of leave Lucia service amounts Wales Collisions Sub-Total - Stainte Managers of Entities S											l	
Celiptone Absonance Other brentls and albanatics Board Fess Board Fess Units particular analysis Sub-Total - Sourd Members of Entities Sis-Total - Sourd Managers of Entities Sis-Total - Sou											l	
Historiang Allowances Other benefits and allowances Board Fees Psymetris illes of Reave Psymetris illes of Reave Psystemetric Managers of Entities Sais-Salarios and Wages Persist and UIF Corebitutions Microse Micro											l	
Other benefits and abousnoones Board Fees Pryments in Ileu of later Long service awards Sub Total - Board Members of Entities Sub Total -	· ·										1	
Peyments in focus feaves Long service awards Sub Total - Board Members of Entities % in Crosses 4 Senior Managers of Entities Bask-Saliries and Wages Performance Borus Motor Vehicle Allowance Housing Allowance	I = =										1	
Long service awards Sub Total - Board Members of Entities Sub Total - Service Awards Oner benefits and allowance Celephone Allowance Celephone Allowance Oner benefits and allowance Housing Allowance Celephone Allowance Housing Allowance Housi											1	
Prost-retrement benefit collaplations Sub Total - Board Members of Entities % increase 4 Senior Managers of Entities 8 Sasic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Mider Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in leu of leave Lung service awards Post-retirement benefit collaplations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Medical Aid Contributions Medica	-										1	
Sub Total - Board Members of Entities % increase 4 % increase 4 **Basic Salaries and Wayse Performance Borus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Collindros Contributions Other Sarti of Entities **Basic Salaries and Wayse Person and UIF Contributions Overtine Post externment benefit colligations Sub Total - Service Managers of Entities **Si increase 4 **Other Sarti of Entities Basic Salaries and Wayse Person and UIF Contributions Overtine Performance Borus Allowances Overtine Performance Borus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Overtine Performance Borus Motor Vehicle Allowance Celiphone Allowance Celi											l	
Service Managers of Entities Basic Salaries and Wages Performance Borus Medical Ald Contributions Medica												
Basic Salaries and Wages Person and UF Contributions Medical AIX Contributions Moder Vehicle Allowance Housing Allowances Housi		4									l	
Person and UF Contributions Medical Aid Contributions											l	
Medical Ald Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Other benefits and allowances Other benefits and allowances Other benefits and allowances Post-retinement benefit obligations Sub Total - Senior Managers of Entities % Increase Basic Salaries and Wages Person and UIF Contributions Medical Ald Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Collephone Allowance Other benefits and allowances Payments in lieu of leave Long service awards Post-retinement benefit obligations Sub Total - Other Staff of Entities % Increase 4 **Total Municipal Entities Total ALLOWANCES & BENEFITS 3 8-545 3 8-47 3 8-486 5 57-200 (5-4) 5 58-00 6 0-388 6 5116 7 56-65 % Increase 4 5 538, 2-659 17.5% (100.1%) 10290859) 8 1%, 7.99 16.											l	
Performance Bonus Motor Vehicle Allowance Celphone Allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salerics and Wages Pension and UIF Contributions Motor Vehicle Allowance Other Inner Basic Salerics and Wages Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Other benefits and allowances Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 7 % increase 4 Total LAULOWANCES & BENEFITS 4 Sa 545 38 479 48 662 57 200 (54) 55 860 60 38 65 116 76 66 % increase 4 Total LAULOWANCES & BENEFITS 7 Si increase 4 Total LAULOWANCES & BENEFITS 7 Si increase 4 Total LAULOWANCES & BENEFITS 7 Si increase 7 Total SALARY, ALLOWANCES & BENEFITS 7 Si increase 7 Total SALARY, ALLOWANCES & BENEFITS 7 Si increase 7 Total SALARY, ALLOWANCES & BENEFITS 7 Total SALARY, ALLOWANCES & BENEFITS 7 Si increase 7 Total SALARY, ALLOWANCES & BENEFITS 7 Si increase 7 Total SALARY, ALLOWANCES & BENEFITS 7 Total SALARY, ALLOWA											l	
Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Post-retirement benefit obligations Sub Total - Senior Salaries and Wages Pension in But of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Salaries and Wages Pension in But of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Salaries and Wages Post-retirement benefit obligations Sub Total - Senior Salaries and Wages Post-retirement benefit obligations Sub Total - Senior Salaries and Wages Post-retirement benefit obligations Sub Total - Senior Salaries Salari											l	
Celiphone Allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Subt Total - Other Starf of Entities % increase A Other Starf of Entities Basic Salaries and Wages Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Starf of Entities % increase 4 Total Municipal Entities % increase 4 5 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 % increase 4 5 36 increase 4 5 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 % increase 4 5 5 increase 5 5 17 579 (100.1%) (1002908.5%) 8.1% 7.9% 166]	
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service wards Post-retirement benefit obligations Sub Total - Other Staff of Entities Participant in lieu of leave Long service wards Personal and Uniformatical Entities Which crease 4 Other Staff of Entities Basic Salaries and Wages Personal and UlF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 5 increase 4 4 5.38 38 479 48 662 57 200 (54) 55 860 60 388 65 116 75 66 % increase 4 5 increase 4 5 increase 4 5 increase 5 increase 5 increase 5 increase 6 increase 7 increase 8 increase 8 increase 9 increase]	
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Personance Bonus Motor Vehicle Allowance Collephone Allowances Other Staff of Entities Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Other Staff of Entities 5 Sub Total - Other Staff of Entities 5 Sub Total - Other Staff of Entities 6 Sub Total Municipal Entities 7 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 58 17.5% 100.1%) 102908.5%) 8.1% 7.7% 16.2	Housing Allowances]	
Long service awards											1	
Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Uher Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 increase	T = -										1	
Sub Total - Senior Managers of Entities % increase 4 Qther Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 increase 4 Total Municipal Entities											l	
Dither Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Penformance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities Total Municipal Entities												
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefits in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 16 125 867 17 126 867 18 126 867 1		4]	
Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.5											l	
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Motor Vehicle Allowance Celiphone Allowance Celiphone Allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 60 % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.3	-]	
Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Mincrease 4]	
Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 162 75 96 163]	
Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 6: % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.5]	
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 6: % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.5]	
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 58 40 58 60 60 368 57 16: 78 increase 4 5.3% 78 662 79 17.5% 78 10.1% 78 10.1% 79 16:	1										1	
Long service awards POSI-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 58 40 55 860 60 368 65 116 75 66 % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.3												
Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 \$ 18 479 48 662 57 200 (54) 55 860 60 368 65 116 75 6: % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.5												
Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.3											1	
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 % increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.3%	Sub Total - Other Staff of Entities											
TOTAL SALARY, ALLOWANCES & BENEFITS 36 545 38 479 48 662 57 200 (54) 55 860 60 368 65 116 75 66 (1020 18) 16 16 17 16 17 16 17 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18		4										
% increase 4 5.3% 26.5% 17.5% (100.1%) (102908.5%) 8.1% 7.9% 16.		1	37 EVE	20 470	V9 VV	E7 200	/E A\	EE 040	60 260	6 € 114	75 420	
		4	30 343								16.29	
		_	28 431								63 573	

Eastern Cape: Alfred Nzo(DC44) - Table SA22 Sum	mary C	mary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016								0 F dit
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	В	C	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		5 082 109	5 211 680		5 110 790			5 480 804		
Medical Aid Contributions		154	000		158			407		
Motor Vehicle Allowance		1 615	1 701		2 195			1 841		
Cellphone Allowance										
Housing Allowances Other benefits and allowances		22	1		369 378			522 378		
Sub Total - Councillors		6 983	7 593		9 001			9 433		
% increase	4		8.7%	(100.0%)		(100.0%)			(100.0%)	
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions		87 997 7 790	98 368 9 083		113 823 16 809			116 245 24 455		
Medical Aid Contributions		7 7 70	7 003		11 439			8 508		
Overtime		1 634	2 656		6 750			2 750		
Performance Bonus		4 958	5 915		8 639					
Motor Vehicle Allowance Cellphone Allowance		14 983	14 953		14 041			11 063		
Housing Allowances		3 827	5 793		2 983			5 132		
Other benefits and allowances					16 060			20 922		
Payments in lieu of leave			2 744		750			750		
Long service awards		1 901			(0.44)					
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		123 089	139 512		(3 646) 187 647			189 824		
% increase	4	123 009	13.3%	(100.0%)		(100.0%)		107 024	(100.0%)	
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff % increase	4									
Total Parent Municipality		130 073	147 106		196 648			199 256		
% increase	4		13.1%	(100.0%)		(100.0%)			(100.0%)	
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		130 073	147 106		196 648			199 256		
% increase	4		13.1%	(100.0%)		(100.0%)			(100.0%)	-
TOTAL MANAGERS AND STAFF	5	123 089	139 512		187 647			189 824		